



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.

**T**CG 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 TCG approaches its 33rd year, the answer to what made this company endure is always the same: our people and our values.

*"TCGers are positively distinct — and that doesn't stop at the office door."*

**Daniel Turner**

PRESIDENT, TCG

This year, I want to highlight something we don't talk about enough: TCG's **sabbatical program**. After six years with TCG, employees are eligible to take up to four months away from work — with full benefits continued and their position guaranteed upon return — to pursue a personal or professional aspiration. In 2025, one colleague did exactly that, and another is taking a sabbatical in the first quarter of 2026.

Our work in the community continued to be anchored by **food insecurity** — the annual charity focus chosen by TCGers themselves. In total, we donated \$30,051.56 (1% of corporate profits) to organizations fighting hunger across our region, from the Capital Area Food Bank to World Central Kitchen to Food for Neighbors.

And as always, our day-to-day work with federal agencies continued to make government more efficient, more transparent, and more effective for the American people.

# The year, by the numbers.

|                                                                                                    |                                                                                                        |                                                                                                        |                                                                                          |
|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| <div>\$30,052</div> <div>Donated to fight food insecurity</div> <div>1% of corporate profits</div> | <div>\$12,958</div> <div>Student loan repayment assistance</div> <div>Paid directly to employees</div> | <div>9</div> <div>Community organizations funded</div> <div>Fighting food insecurity region-wide</div> | <div>Excellent</div> <div>Average CPARS rating</div> <div>Across federal contracts</div> |
|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

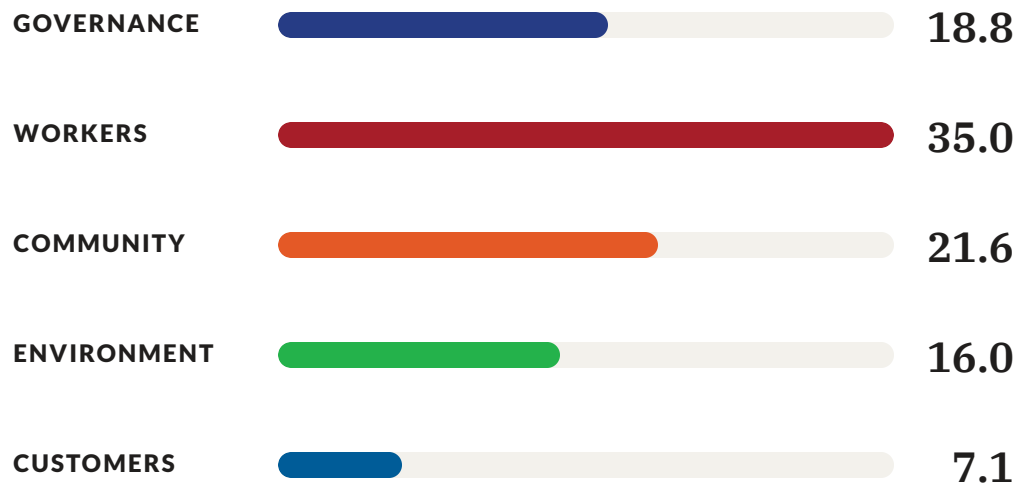
## Recognition

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

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

## 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 2023 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

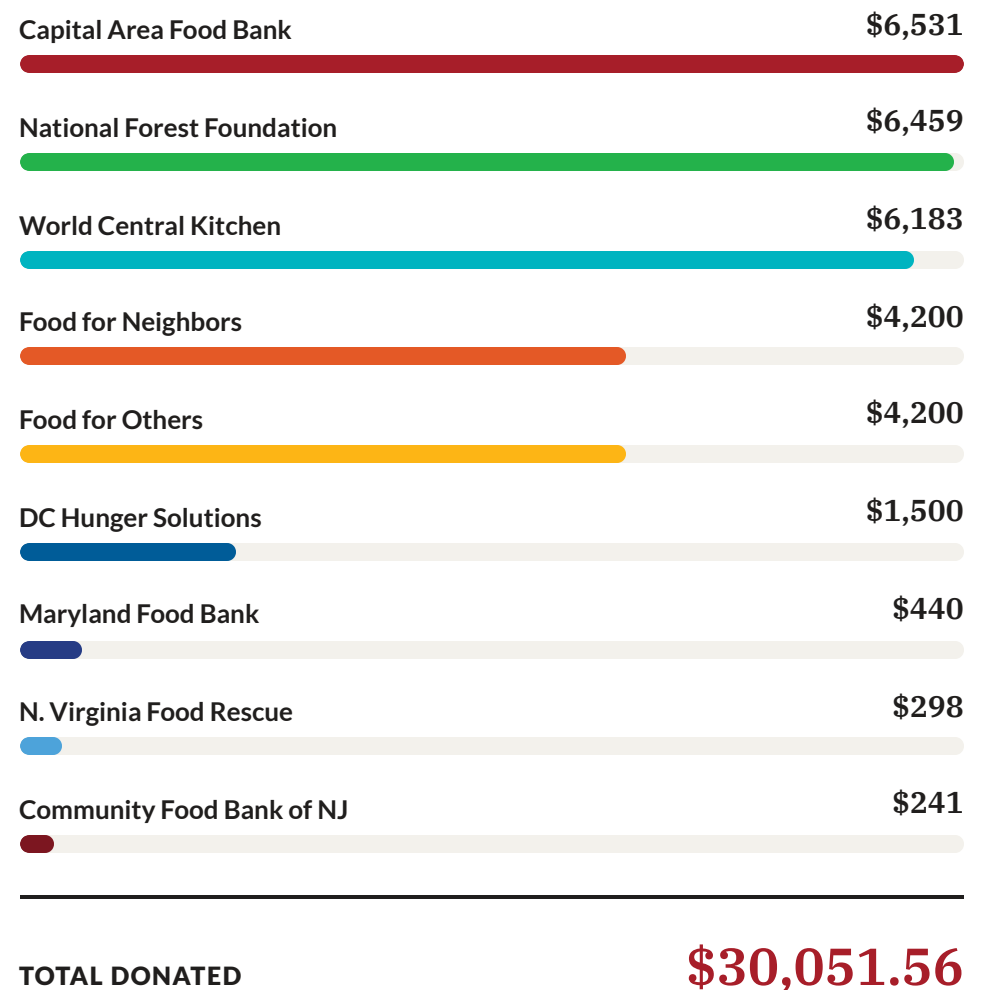
## Thinking and acting locally.

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

TCG 2025 BENEFIT REPORT

## 2025–2026 Focus: Food Insecurity

Each year, TCGers vote on the cause that matters most to them. In 2025 they chose hunger — and TCG matched that with **\$30,051.56 in giving, equal to 1% of corporate profits**. Individual TCGers added **\$330** in personal Bonusly donations.



# Whole people, not just workers.

## SABBATICAL • FEB–JUN 2025

### 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."*

The clearest expression of that belief is our sabbatical program — fully-paid leave that lets long-tenured TCGers pursue what matters. In 2025, two colleagues shared what they did with their time.

## SABBATICAL • SKEPTICCTO

### Robert Buccigrossi

Robert launched a YouTube channel and blog, **SkepticCTO**, applying scientific skepticism to AI-industry claims. He developed a six-episode series, "Decoding the Language Machine," and released the first episode. Along the way he learned video editing, mathematical animation in Python, and audio hardware — and continued outreach for TCG throughout.

**Follow:** [skepticcto.com](https://skepticcto.com) • [youtube.com/@SkepticCTO](https://youtube.com/@SkepticCTO)

# 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

**\$12,958**

Repayment assistance provided directly to employees in 2025.

## Socially-Responsible Investing

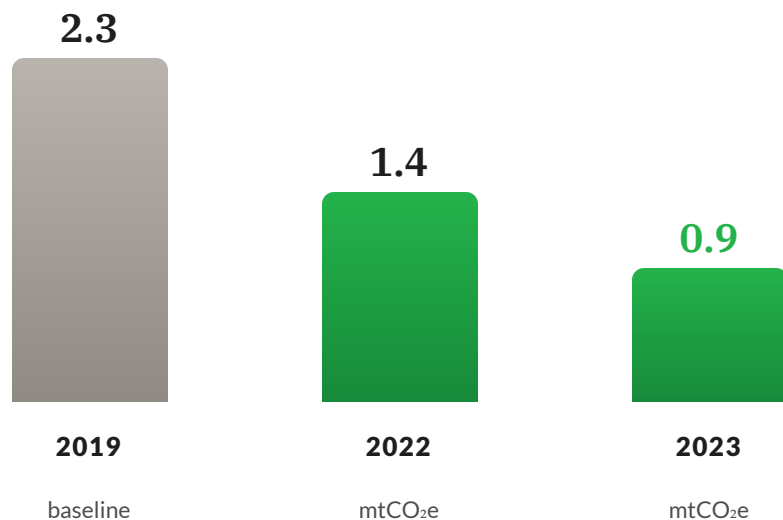
An SRI option available within the company retirement plan.

## Outplacement Services

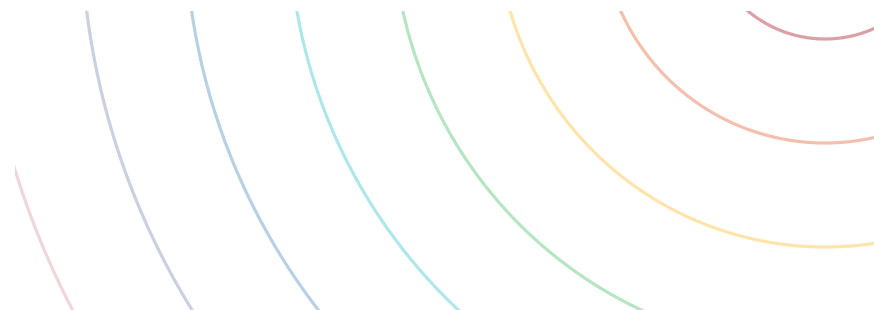
Counseling, résumé support, and network connections for transitioning employees.



# Reducing our carbon footprint.



TCG's Washington, D.C. office emissions, in metric tons of CO<sub>2</sub> equivalent.



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 mtCO<sub>2</sub>e** — 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.