

2018

Corporate Social Responsibility Report



ALLEGIS
GROUP

Opportunity Starts Here.





A Message From Our President

Allegis Group's foundation is strong, providing us with the culture and values that have always been the bedrock of our success. Today, the Allegis Group spirit continues to thrive, and in addition to the character, competitive spirit, and strong relationships we've always held dear, it's exciting to see us embrace a more innovative mindset across the business, leveraging technology in a way that enhances the relationships and personal touch that have always differentiated us.

Our commitment to creating opportunity through service has always been a part of Allegis Group, and through the dedication and selfless service of our team members, we know it will continue to remain a focus for years to come. It's part of our legacy, and it's who we are.

2018 marks 35 years for Allegis Group. Over these 35 years, we have shown our commitment to building relationships, driving hard for results, providing opportunity, and giving back. This year, Allegis Group employees across the globe took this commitment even further by dedicating the entire month of July to giving back. What better way to celebrate 35 years of opportunity than by helping create opportunity for those in our local communities. I'm proud of what we've accomplished as a company and look forward to many more years of making opportunity possible for our people, our customers, and our communities.

A handwritten signature in black ink that reads "Andy Hilger". The signature is fluid and cursive, with a long, sweeping tail on the letter "g".

Andy Hilger



Our Commitment to CSR: #AllegisCares

Corporate social responsibility (CSR) is ingrained in the fabric of Allegis Group. It impacts the way we conduct business and how we operate in our daily responsibilities. We give special attention to the interest of our employees, customers, communities, and the environment. We are committed to acting responsibly, operating sustainably, and contributing to the communities in which we work and live.

We are an organization dedicated to service — serving one another, our clients, customers, and communities, all of which we strengthen through our core CSR pillars as shown below.



Community

We believe in supporting the communities where we live and work. We believe community involvement is an important piece of personal development and gives employees the opportunity to promote awareness and understanding within their community.

Environment

Recognizing that our work has an indirect effect on the environment, we are committed to reducing our impact while educating and empowering our employees to make more environmentally responsible choices. This year, Allegis Group saved nearly 6,000 trees, 2.3 million gallons of water, and nearly 1,000 cubic yards of landfill space.

People

We connect talented individuals with the world's most successful organizations to drive today's global workforce. Many Allegis Group leaders and employees sit on local, nonprofit boards. We are proud to celebrate their commitment to serving the organizations they care about.

Governance & Ethics

We conduct business according to the highest ethical standards and based on our shared values. All of our employees are subject to a Code of Conduct that helps each person make sound decisions in complex situations involving our company and business.

Earth Day Shred-It Event

In recognition of Earth Day, Allegis Group hosts an annual Shred It! event, enabling employees to bring, shred, and recycle personal documents from their homes. Managed by a certified document destruction company, this week-long event helps employees minimize their risk for identity theft while responsibly disposing of confidential documents. After documents are shredded, they are recycled, making this effort not only good for our people but also good for the environment.

Global Ethics Hotline

Allegis Group's Ethics, Compliance, and Risk Management team established a 24/7 Global Ethics Hotline and website managed by an outside, independent third party. The hotline allows employees to anonymously report situations that may violate the Global Code of Conduct Company Policy or law. The hotline and website are tested semi-annually to ensure employees' reports are acted upon judiciously.

Over the past year, we have been hyper-focused on making a positive impact in our communities. Keep reading to learn more about our individual and collective efforts to make a difference and touch thousands of lives.

Community

Making a Positive Impact in Our Communities

Across Allegis Group, we strategically partner with four organizations that receive financial support, volunteerism, and board service from our leadership teams and dedicated employees. We established each community partnership based on their global reach and alignment to our community pillars:

- **Education:** Providing life skills and building blocks for youth to reach their full potential
- **Strengthening the Workforce:** Career development and access to employment opportunities for underserved adults, veterans, and people with disabilities
- **Employee Engagement:** Supporting volunteerism through corporate and Allegis Group company partnerships, as well as grassroots causes our employees feel passionate about

Below are just a few ways our employees have rallied together to make a difference for their communities and our strategic community partners around the world.



Junior Achievement (JA) inspires and prepares young people to succeed in a global economy. In addition to their various locations across the U.S. and a career center in Baltimore, Maryland, JA hosts BizTown, a program that combines in-class learning with a daylong visit to a simulated, fully interactive town, helping students connect what they learn in school to the real world. In line with our commitment to education and strengthening the workforce, Allegis Group also funded a new interactive web portal called JA Career Pathfinder that helps middle and high school students explore and prepare for in-demand careers. In addition, TEKsystems funded the online JA My Way Career Cluster for STEM high schools and middle schools. We are excited to see such initiatives extend our passion for serving others, connecting youth to businesses, role models, hands-on activities, and information that motivates students to achieve greatness.



"Our Allegis Group APAC team has recently helped build a global partnership with JA, and I am very proud and honored to have been recognized with the JA Excellence in Volunteering award. I'm very excited to continue to build this special partnership."

Sophie Shang,
Director, Aerotek China

Hear from Our Partner

"Allegis Group has taken a leadership role in its partnership with Junior Achievement, contributing not only generous funding support but also providing volunteer mentors to our students. Allegis Group's involvement and belief in our mission have added credibility to our workforce development efforts and allowed us to embark on key initiatives, such as an online career exploration platform for middle-school students, programs that promote women's leadership and a JA BizTown shop that helps fifth graders understand the world of work. Because of these efforts, Allegis Group and JA are preparing the next generation for success and strengthening the regional workforce pipeline."

– Jennifer Bodensiek, President and CEO, Junior Achievement of Central Maryland



American Red Cross

For nearly 20 years, the philanthropic arm of our business, the Allegis Group Foundation, has awarded direct grants to our nonprofit partners. One of those beneficiaries is the Red Cross, which supports disaster response efforts around the world. Each year, our contributions make a difference when a disaster strikes, helping to ensure a swift response for those who are impacted. In addition to the company contribution, employees donate personal contributions through our company disaster response website.



Over 500 employees contributed to the Hurricane Relief Fund. Allegis Group then matched all donations.

Also, Aerotek employees from our offices across the Southeast, including Charlotte, North Carolina and South Florida, sent care packages filled with supplies and food to our Puerto Rico office.

“MarketSource employees recently donated 31 pints of much-needed blood, doubling our original goal. It was so great to see our MarketSource family lined up to donate blood. Our team members are the most generous, thoughtful, and caring people I have ever had the opportunity to work with.”

**– Alana Benton,
Corporate Recruiter,
MarketSource**



Habitat for Humanity®

Our largest employee engagement effort is with Habitat for Humanity, a nonprofit that helps families access decent, affordable housing and promotes dignity and hope. Across Allegis Group companies, employees participate in team builds, where volunteers work to build or improve a housing project. Aerotek also sponsors a workforce development initiative in skilled trades in the Baltimore market. Through our partnership with Habitat for Humanity, we are able to bring our dedication to education and strengthening the workforce to life.

Major, Lindsey & Africa’s New York City office recently supported Habitat for Humanity through a team build program. The project, known as Construction in Queens, is an effort to rehabilitate vacant, dilapidated homes for low-income families. Once these homes are completely renovated, they will be inhabitable for the first time in close to 20 years.



Hear from Our Partner

In 2015, we recognized a need for training and employment opportunities. Aerotek stepped in as a lead sponsor for Habitat Chesapeake, forming a strong partnership equipped to take on this opportunity and creating a transformative workforce development program called HabiCorps. The impact has been tremendous, where 20 trainees have gone through the 10.5-month program, resulting in 16 graduates with applicable carpentry skills, who were then hired at solid wages with benefits.

“It doesn’t get any better. Graduates building a home for a family from the ground up and gaining a career in the process.”

– Mike Posko, CEO, Habitat for Humanity of the Chesapeake



Based in Cancun, Mexico, and short for Asociación de Padres de Familia con Hijos Deficientes Mentales, APAFHDEM promotes the development of young people and adults with intellectual disabilities to help them become productive through workshops, employment, and relationship-building. In an effort to make a positive impact, Allegis Group has funded projects with APAFHDEM for the past four years to continually improve its school programs and the quality of life for its students. Work initiatives include preparing a community garden, installing air conditioning units, and helping to construct an outdoor recreational facility.

"Allegis Group and its network of companies truly live their #AllegisCares mission of connecting employees to experiences that create opportunity for others through service. I'm making a difference with my coworkers, and that feels amazing. I'm proud to identify with a company that gives back in such a significant way."

**- Avril Do,
Account Manager, TEKsystems**



#AllegisCares35: A Tradition of Giving Back



In honor of Allegis Group's 35th anniversary, our network of global talent solutions companies dedicated the entire month of July 2018 to giving back. We saw over 2,200 employees engaged in activities with 68 organizations across the globe. Many employees even participated with their families.

We are incredibly humbled by how involved our employees are and for the opportunities that bring us together. Discover some of the great volunteer efforts that took place over the month of July through our #AllegisCares35 efforts.

#AllegisCares35



10,000+
volunteer hours



68
global organizations
benefited



2,200
volunteers during
the month of July



~4.5
service hours
per volunteer



"Thanks to all who made Allegis Group's 35th anniversary so special. We closed out July strong, with teams across the globe finding creative ways to give back to the community. I spent part of yesterday with representatives from Allegis Group's Corporate Tax, Financial Reporting, Communications, and Business Intelligence & Analytics teams. We sorted books for the Maryland Book Bank, organized bedtime boxes, assembled school supplies, and prepped donated sports equipment for teams in Baltimore City. It was a great scene and gave me a surge of pride in thinking about how these efforts were replicated throughout the world."

– Andy Hilger, President, Allegis Group



"In the spirit of serving others, teamwork and relationship building, we celebrated the 35th anniversary of Allegis Group by giving back to our local community. We worked together in support of Holcombridge Middle School, the YMCA, and Habitat for Humanity. Our team helped teachers with school supplies, provided summer lunches for children, and helped build a home for a family in need. It was amazing to have so many enthusiastic and engaged team members."

– Rick Haviland, President, MarketSource



"I was fortunate to join Habitat for Humanity to remove a basement cement foundation with jackhammers, sledgehammers, and shovels and carry out the pieces by hand so the Habitat team could put in new plumbing and pour a new foundation for the home later that week. It was hot, dusty, and dirty work, but our team from Aerotek and Allegis Group had a great time working together and getting to know new people from different companies and departments."

– Chris Hartman, Global Development Officer, Allegis Group

"It was an amazing day celebrating #AllegisCares35 with team members across our companies. We're honored to continue our partnership with Casey Cares. Their ability to bring joy to children and families during difficult times inspires us!"

– Faith Johnson, Vice President of Human Resources, TEKsystems



"The EVOLVE back office team, in partnership with our vendor partner Ernst and Young, donated 48 fully stocked backpacks and baby clothes, supplies, and bedding to the House of Ruth in celebration of Allegis Group's 35-year anniversary!"

– Marissa Davis, Director of Product Development, Allegis Group

"Our team loves giving back to our community! We worked with Living Classrooms to help organize hundreds of books in a new library, as well as clean and organize classrooms for incoming students. We can't wait to help out this great organization in the future drive new ways to help young people succeed through hands-on education and job training!"

– Jill Stutzman-Deaner, Director, Getting Hired



“EMEA’s Support Leadership team completed a garden makeover for a local women’s refuge. The team came together and transformed the garden, which was a small step to improving the environment for the women at the refuge. Participants had fun as a team while also helping to make a difference in their local community.”

– **Andrew Williams, Chief Financial Officer, Allegis Group EMEA**



Allegis Group in Shanghai partnered with eight local organizations last Saturday. Teams from Allegis Global Solutions, Aston Carter, Aerotek, and TEKsystems participated in the community service events to celebrate Allegis Group’s 35th anniversary. We earn; we give back!



TEKsystems and Aerotek offices in Reno, Nevada united to fight hunger, sorting and packing 3,100 pounds of food at the Food Bank of Northern Nevada for families in need.



“In celebration of 35 years of Allegis Group serving others, more than 200 employees, contractors, and clients in China partnered with 11 organizations for CSR events. It was the best company anniversary celebration ever!”

– **Loy Tong Chia, General Manager, Allegis Global Solutions APAC**



"Based in the Broadgate Quarter office in London, Aerotek's Life Sciences employees in EMEA worked with a local retirement home. The team and residents enjoyed some dancing, and volunteers painted the garden benches and tables in beautiful colors to brighten up the outside area of the retirement home."

– Amir Al-Ajooz, Director of Sales Operations, Aerotek EMEA



The India offices truly embraced our anniversary service efforts by participating in 12 different volunteer events in one day. These events included launching an employment center for persons with disabilities (Garv Se), spending time with young adults from PSS Trust to provide career counseling and career support, and running a workshop on decision-making for local children from shelter homes with the nonprofit Make a Difference.



Our Companies' Shared Commitment to Serve

Central to Allegis Group's core values, we pride ourselves on serving others. So in addition to our strategic community partnerships, Allegis Group's network of specialized talent solutions companies engages with several other nonprofit organizations, providing employees with many opportunities to give back. Here are highlights from some of our companies.



While Aerotek works with several organizations devoted to helping people reach their full potential and developing tomorrow's skilled workforce, two strategic partners include Habitat for Humanity and Junior Achievement (JA). Aerotek sponsors Habitat for Humanity's skilled trades workforce development HabiCorps program and employees also participate in home construction builds, and host resume writing and interview prep sessions with HabiCorps participants. As a sponsor of JA's BizTown program, Aerotek provides students with real-life experiences on how to run a business and manage personal and business finances. Employees also engage with JA through its Office Olympics, Bowl-A-Thon, JA Leading Ladies, and Inspire programs.

Aerotek has made a concerted effort to enhance both new and longstanding partnerships. For example, its relationship with HeroPreneur National Veteran Business Summit supports veterans through employment, education, and entrepreneurship while historical partnerships with Special Olympics and Back on My Feet flourished due to the longstanding commitment of Aerotek employees. Whether helping organize and participate in the Polar Bear Plunge or running a 5k with individuals experiencing homelessness, employees continue to drive community partnerships by giving their time and talent.



TEKsystems supports several community partners to uphold its commitment to education and strengthening the workforce. One partner, Per Scholas, provides free IT job training programs. Through this partnership, employees can help students navigate job boards, build resumes, and practice interviewing skills. Employees also connect with students on IT industry trends, what customers are looking for in a candidate, and job growth opportunities. TEKsystems has placed over 375 graduates with its customers, helping them secure their first job in their new career. In participation with Per Scholas and charity partner Living Classrooms Foundation, TEKsystems kicked off its first Baltimore IT skills and certification training program, in which 15 IT professionals graduated this November.

IT Futures is another community partner, where Inclusion and Diversity Director Franklin Reed sits on the board. IT Futures helps to bridge the gap of IT-ready career training programs for underemployed and unemployed adults in tech support and software testing. Through this partnership, TEKsystems funded, and was highly engaged in, the inaugural IT boot camp held in Charlotte. TEKsystems has since entered into a long-term relationship with Creating IT Futures to bring their boot camp model to other cities. Since mid-2017, TEKsystems has placed 75 IT-Ready Boot Camp graduates on contracts.





During the 2018 Global Summit, Allegis Global Solutions (AGS) dedicated half a day to giving back to the community. All 360 international attendees participated in a variety of activities at 13 different organizations, including Habitat for Humanity; the Maryland Book Bank; Boys Hope, Girls Hope; the Ronald McDonald House; Port Discovery; and Living Classrooms.

Speaking about the day he spent with interactive children’s museum Port Discovery, AGS Senior Vice President Steve Schumacher said, “It’s just our way to give back. We know thousands of kids come through here, so we are happy to serve and give back to the children of Baltimore. We’re a Baltimore-based company, so we want to spend time within this market, serving the people here. Wherever we go, we have a spirit of service that we bring with us.”



Major, Lindsey & Africa (MLA) and Allegis Partners (AP) offices across the country took part in a variety of activities to help give back to their local communities. Some of their noteworthy activities included participating in builds with Habitat for Humanity in both Chicago and New York, helping at the Maryland Society for the Prevention of Cruelty to Animals (SPCA) and volunteering with Junior Achievement (JA) in Chicago. To support Habitat for Humanity, both offices worked with their local organization to frame, drywall, and paint future homes for families in need. The corporate team lent a hand at the Maryland SPCA to help clean cages, cut up treats, and beautify the yard area. Members of MLA and AP’s Chicago office also spent a day volunteering with JA at a local elementary school, teaching students about financial responsibility and entrepreneurship.



In addition to giving back to the communities where we live and work, MarketSource is dedicated to ensuring team members are more involved and engaged in the community activities supported by the company’s CSR pillars. To accomplish this, MarketSource has expanded the number of community partnerships by 62 percent to include even more volunteer opportunities for team members to lend a helping hand.

Whether collecting school supplies for the local middle school, making sandwiches for the YMCA summer camp, or joining the North Metro Miracle League to help children with disabilities play sports, MarketSource team members have come out in full force to support their communities, logging nearly 900 service hours by mid-2018. One of the team’s community focus areas is strengthening the next generation workforce. Through partnerships with 21st Century Leaders and Junior Achievement, MarketSource is helping students and young adults develop the skills they need to succeed in the future.





Allegis Group EMEA

The EMEA region supports a number of different charities and organizations from volunteering to philanthropic efforts. The team is committed to making a difference in their local communities. Below is just a small selection of activities in which they have been involved.

In London, the Executive Leadership team hosted a World of Work Day for students they were mentoring in partnership with The Princes Trust. The team invited students to the Broadgate Quarter office in London to give them insight into the work environment. During the day, the students learned about the different areas and teams that exist within Allegis Group EMEA through a series of presentations. Each student also had the opportunity to sit with a recruiter on the sales floor, attend a meeting, listen to a candidate call, and participate in several workshops focused on resume writing and basic interview skills.

In the Mainland Europe and Middle East region, offices continued their #JourneyIntoTheLight fundraising effort to aid the mental health charity Mind. The initiative was created by members of the Dubai office who were inspired by the personal stories that were shared throughout Mental Health Awareness Week in May. Team members decided to complete their own "journey into the light" to symbolize the challenge and suffering those with mental health illnesses face daily by cycling the equivalent distance from Dubai to London, covering 3,418 miles. Team members around the region logged miles on in-office exercise bikes and those at their gyms or homes. This event represents a great achievement in raising awareness and supporting well-being, proving we can come out on the other side favorably.

Allegis Group APAC

In May 2018, Allegis Group APAC partnered with HOPE Worldwide Malaysia as part of their APAC Sales Conference in Kuala Lumpur. Employees donated 250 LEGO boxes to HOPE to use in their education program with underprivileged youths on innovative skills for a future career in Science, Technology, Engineering, Arts & Mathematics (STEAM). Employees then worked with HOPE's youth representatives to build a robot from LEGO bricks using the skills they had learned during the education program.

Australia teams volunteered for the 2018 Invictus Games, which brings together more than 500 wounded, injured, and ill veteran and current servicemen and women from 18 nations to showcase the healing power of sport and the resilience of the human spirit.

Teams in Shanghai, China participated with Heart to Heart, which has sponsored heart surgery for over 1,200 children across China. Over 50 employees from Allegis Group APAC volunteered their time each month to sort over 250 bags of donated goods for Heart to Heart families.

In India, teams proudly hosted the India Inclusion Summit, a community-driven initiative to raise awareness around the inclusion of people with disability in mainstream society. The Inclusion Awareness Campaign touched more than 2,500 people. Over 70 volunteers supported the main event, which included over 300 participants.

People

Investing in our people is critical to ensuring an engaged and active workforce that is willing to go above and beyond in serving our clients and employees. We offer a variety of technical, interpersonal, and leadership development opportunities to help our team members improve their skill sets. It is important for us to build holistic community partnerships by providing a combination of financial support and serving as volunteers and board members.

Spotlight on Leader Board Service

Our executive teams are committed to serving their local communities and becoming involved with our nonprofit partners by building meaningful relationships. Many Allegis Group leaders serve on nonprofit boards, supporting causes aligned with our focus on education and strengthening the workforce or causes they are passionate about on a personal level.



Chad Lane

President,
Allegis Global Solutions



Stacey Jenkins

Vice President, Strategic Delivery,
Aerotek



Franklin Reed

Director of Inclusion and Diversity,
TEKsystems

"I have had the privilege of sitting on the **Living Classrooms Foundation** nonprofit board in Baltimore, MD for two years. During this time, I have seen a diverse group of individuals come together and achieve one goal: to inspire young people to achieve their potential through hands-on education and job training. It is imperative that as a company we not only give back to the communities we work in but also help prepare the next generation to enter the workforce."

"Throughout my 20 years at Aerotek, I have been able to merge my professional and personal commitment to mentorship and career preparedness. Through my board service with **Junior Achievement (JA)** over the past year, I have had the opportunity to help develop the youth of our community. Most recently, I joined JA's 'Shark Tank' event through the Rising Women program, where young women created, built, and pitched a new product to board member panelists. I was blown away by these bright, confident young women and their drive to succeed. Being able to support our emerging workforce is such a rewarding experience, and I can't wait to see what else we can accomplish through our partnership with JA."

"As a board member of **Creating IT Futures**, I have the privilege of witnessing first-hand how closely aligned our values are to one another. We share a commitment of creating purposeful opportunity for communities. Being a part of the board coalesces my passion for helping underrepresented individuals and offering exceptional IT training and careers. Being empowered to serve in this capacity is special."

Spotlight on Employee Board Service

Our people are everything. Providing them with the personal growth and opportunity to give back is the cornerstone of our commitment to their community engagement. Across the enterprise, our team members serve on nonprofit boards that they feel passionate about.



Bridges Holmes

*D&I Senior Manager,
MarketSource*



Peggy Sullivan

*Relocation Program Lead,
Allegis Group*



Heather Travaglini

*Content Marketing Manager,
Major, Lindsey & Africa*

After volunteering with the organizations for nearly a decade, Bridges joined **21st Century Leaders'** board to further promote its mission to encourage high school students to take on leadership positions and explore career opportunities. Through his board service, he connects his personal and professional passions by mentoring and supporting young adults who strive to succeed. This summer, MarketSource welcomed a 21st Century student to its internship program who enjoyed opportunities to interview top client leaders, film a report in the video studio, and take part in volunteer efforts. Emphasizing his pride toward this intern's growth, Bridges said, "The best thing about my board service is the opportunity I have to make a stronger impact on younger generations. I can really put my energy into this cause because it aligns so well with not only our company's values but also with a bigger purpose that drives me."

Peggy decided to join the board of **Friends of Great Kids Farm** thanks to her strong passion for healthy eating and gardening. After participating in a local board-matching event, Peggy realized that not all kids have healthy food options and reflected on how she and her family value healthy food options. "I joined because I believe all children should have access to healthy food choices," she said. "Even if they visit the farm for a learning experience just one time, it is an opportunity to plant a seed in their mind."

Heather began working with **West Arundel Creative Arts** (WACA) because their mission and purpose spoke to her. WACA is a nonprofit arts organization dedicated to providing the residents of western Anne Arundel County in Maryland with affordable access to visual, creative, and performing arts education and opportunities. Throughout Heather's entire life, she has been active in the arts in some way and saw WACA as a place where she could combine her professional skills with her personal passions. "Being on the board introduced me to people from diverse backgrounds and allowed me to re-engage my creative side in a way I haven't been able to tap into in a long time," she said. "It's also given me an opportunity to use my talents to give back to the community in an area that has always been near and dear to my heart."

Allegis Group Foundation

Incorporated in 2000, the Allegis Group Foundation has helped local communities and supported our employees and the organizations they care about through our Employee Match Program. By providing matching financial contributions, we can support various employee fundraising efforts by awarding direct grants to the nonprofit organizations with which our companies and employees engage.

In the last two years alone, Allegis Group employees in the United States have directed funds to 371 different organizations, most of whom were able to receive a company match for their fundraising efforts.

Explore Allegis Group



As the global leader in talent solutions, we take pride in what we do, connecting great people to great opportunities, helping businesses win and careers soar. Today, with \$12.3 billion in revenues and 500+ global locations, Allegis Group and its network of specialized companies provide a full suite of complementary talent solutions that solves nearly every workforce challenge to empower business success while consistently delivering an unsurpassed quality experience. Our companies include Aerotek; TEKsystems; Aston Carter; Allegis Global Solutions; Major, Lindsey & Africa; Allegis Partners; MarketSource; EASi; The Stamford Group; and Getting Hired.

Visit AllegisGroup.com to learn more.