

2023 BENEFIT REPORT



7348 Georgia Avenue NW
Washington, DC 20012
202-986-5533
www.tcg.com



TCG is an IT
and management
solutions provider to
the Federal Government.

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

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Thinking and Acting Locally

For the second year in a row, TCGers volunteered at Mobile Hope's Holiday Village in Leesburg VA, where they helped serve over 2,500 kids gifts and holiday joy. TCG also made a \$1,000 donation to Mobile Hope.

LETTER FROM THE PRESIDENT



As TCG nears its 30th birthday, it's a great time to reflect on the ways in which we've carried out our foundational values thus far, and how we will continue doing so in the next stage of our life as a company.

At TCG, it's always been about people — the people we employ, the people we serve, the people who surround us in our families and communities. Our B Corp certification is a codification of that commitment, as well as a motivator to continue improving, year after year, decade after decade.

In 2023, TCG made several strides to strengthen our positive impact on people both inside and outside of the organization. For example, we added a Socially-Responsible investing option to our retirement plan, ensuring that our employees have the ability to care for themselves while caring for the world around them (a goal from last year!). Our medical plans now explicitly cover transgender-inclusive healthcare (also one of last year's goals!). We have also continued to reduce our carbon footprint and supported environmental causes in the Washington D.C. area. And as always, our day-to-day work continues to improve efficiency, ethics, and transparency in the Federal government.

We are incredibly proud of what we've accomplished in the past three decades. But there's still so much more to come. With our B Corp recertification coming up in 2026, we have some work to do — we want to get a higher score, and with big changes coming to the B Corp certification, it's going to be a busy couple of years!

— Daniel Turner
President

“At TCG, it's always been about people — the people we employ, the people we serve, the people who surround us in our families and communities.”



2023 HIGHLIGHTS

ACHIEVEMENTS

 \$15,011 Donated to Environmental causes	 \$12,958 Student Loan Repayment Assistance	 7,077 Trees planted in US National Parks
 Excellent Average CPARS Score	 \$9.1m New Contract Awards	

IMPACT SCORES

Certified

 This company meets the highest standards of social and environmental impact
 Corporation

GOVERNANCE	18.8
WORKERS	35.0
COMMUNITY	21.6
ENVIRONMENT	16.0
CUSTOMERS	7.1
OVERALL B IMPACT SCORE	98.5

AWARDS

 Top Impact Company	 Washington Post Top Workplace for 9th Consecutive Year	 SECAF Award of Excellence	 2023 Dave Thomas Top 100 Best Adoption-Friendly Workplace for 9th consecutive year
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DEVELOPING EFFICIENT, TRANSPARENT, AND ETHICAL GOVERNMENT

United States International Trade Commission (USITC)

The United States International Trade Commission (USITC) is an independent, quasi-judicial Federal agency with broad investigative responsibilities on matters of trade. As such, it is critical that USITC remains vigilant regarding any conflicts of interest among staff. To support this crucial transparency, TCG developed the Conflict of Interest Notification System (COINS). COINS streamlines the process of identifying potential conflicts of interest for individuals who are actively involved in investigations. Prior to COINS, investigation teams had to continuously sift through data and send out questionnaires, a labor-intensive and time-consuming process. Now, staff members only have to update COINS once (vs multiple duplicative forms every year) in response to events that could introduce new conflicts of interest (such as purchasing stock in a new company).



Millennium Challenge Corporation (MCC)

TCG continues to support the MCC, 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 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.

DEVELOPING EFFICIENT, TRANSPARENT, AND ETHICAL GOVERNMENT *(continued)*

Department of Transportation (DOT) VOLPE

TCG continues to support DOT's Federal Motor Carrier Safety Administration (FMCSA), the lead federal government agency responsible for regulating and providing safety oversight of commercial motor vehicles. TCG supports the Performance and Registration Information Systems Management (PRISM) program. PRISM, a partnership with State International Registration Plan (IRP) offices and Law Enforcement, improves highway safety by identifying and immobilizing commercial motor carriers that are prohibited from operating due to a Federal Out-of-Service (OOS) Order.

With our team's support, all fifty states are now compliant with the first six mandatory PRISM requirements. We have accomplished this through program monitoring, hands-on technical support, close collaboration, and training. The Ohio State Highway Patrol suggested we build a file for safety screening (the Inspection Selection System [ISS] Score Target File), for example, so we developed the file and worked with the state and their technology vendors to confirm it would work with the existing infrastructure. Based on proven success in Ohio by creating efficiencies in their commercial motor vehicle inspection processes, Virginia State Police now use the same process.



Federal Election Commission (FEC)

The FEC is an independent agency responsible for enforcing federal campaign finance laws. As part of its mission, FEC is responsible for reporting and disclosure data filed through FECFile, an application integral to our electoral process. To handle the ever-growing demands of this system, TCG was hired to assess and develop FECFile Online, a cloud-based system that federal political campaigns will use to file all required financial contributions information.

THINKING AND ACTING LOCALLY

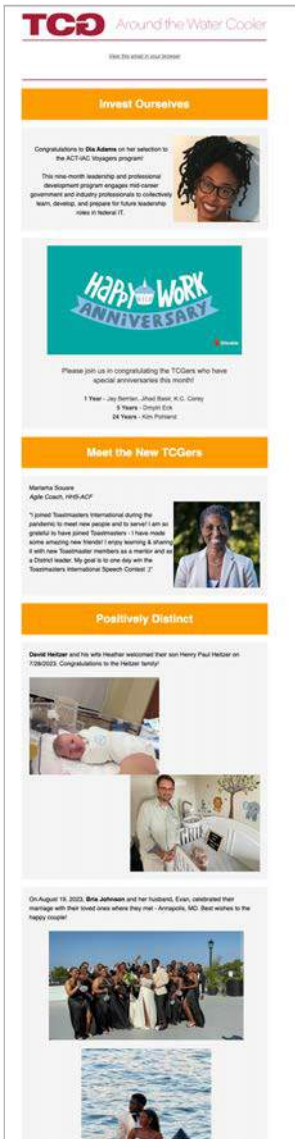
2023–2024 Annual Charity Focus: Environment

This year, TCGers chose the Environment as our annual Charity Focus, with an eye specifically on environmental issues around the DMV. We're supporting the Anacostia Riverkeeper, Rock Creek Conservancy, Alliance for the Bay, Nature Forward, and other organizations that provide essential environmental stewardship throughout the D.C. metro area.

We donated a total of \$33,183 (1% of our corporate profits) to Environment-focused and other charitable organizations this year:

\$5,460 to Slice of Life	\$1,000 to Mobile Hope	\$290 to Rock Creek Conservancy	\$1,160 to the National Forest Foundation
\$110 to Sierra Club	\$4,760 to One Tree Planted	\$2,500 to the Ferguson Foundation	\$3,071 in Carbon Offsets
\$2,770 to Nature Forward	\$820 to City Parks Alliance	\$3,010 to the Plastic Pollution Coalition	\$824 to Potomac Riverkeeper Network
\$2,880 to Alliance for the Bay	\$820 to The Bee Conservancy	\$2,880 to Anacostia Riverkeepers	\$828 to the National Parks Conservation Association

HOLDING OURSELVES TO A HIGHER STANDARD (GOVERNANCE)



Diversity, Justice, Equity, & Inclusion Training (DJE&I)

Our 2023 DJE&I goal was focused on personal discovery, implementing two new programs for TCGers:



- **Inklusivv** hosts involves monthly talks with TCGers and people from other companies about current “real world” DE&I topics. Topics included Unconscious Bias, Mental Health, Age and Inclusion, and Intersectionality.



- **Beeyonder** allows interested TCGers to Discover the World via local guides worldwide who, in live-stream and in real-time, introduce them to their area of the world. Destinations included Casbah, Algiers; Hoi An, Vietnam; Cape Byron, Australia and Buenos Aires, Argentina.

We also continued a number of DJE&I programs:

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.

HOLDING OURSELVES TO A HIGHER STANDARD (GOVERNANCE)

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 nearly 30 years ago, TCG has seen employees as more than just resources (“human” resources, specifically) 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. When government funding priorities change or contracts end, staffing levels on projects decrease. TCG makes every effort to find open positions on existing projects when our clients’ 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. We offer financial counseling and help with resume development. We also share resumes with partners and subcontractors, using our business network to locate possible opportunities for outgoing TCGers.

↓36% **↓61%**
SINCE 2022 SINCE 2019

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 at 7348 George Avenue NW, Washington D.C. 20012 generated 2.3 mtCO₂e of greenhouse gas emissions for the 2019 calendar year and .9 mtCO₂e of greenhouse gas emissions for the 2023 calendar year. This represents a 61% reduction from 2019 when we began tracking emissions and a 36% reduction from 2022.





LOOKING AHEAD

In an election year like 2024, politics tends to suck all the air out of the room. It's important to remember that being a B Corporation is a marathon, not a sprint.

The actions we take every year — even when significant electoral change is a possibility — must take priority over the issue-of-the-day.

As such, TCGers will continue to work on expanding diversity, justice, equity, and inclusion, and will find new ways to address our impact on the climate. It's both a privilege and a duty to our values and to our children.



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