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A Look at Giving Back in **2019**

Our Shared Commitment to Service



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Our Shared Commitment to Service

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 an organization dedicated to service — serving one another, our clients, customers, and communities.

Allegis Group's network of specialized talent solutions companies engages with many nonprofit organizations, providing employees with many opportunities to give back. While there are so many examples of our team members giving back throughout 2019, here are a few highlights across our companies:



TEKsystems

Per Scholas is a national tech training nonprofit organization that has been serving communities for 25 years. Per Scholas provides tuition-free skills training, talent development and career placement support to individuals interested in pursuing or deepening a career in technology. TEKsystems has an ongoing partnership with Per Scholas and helps students in their career development to meet employer and industry demands. Throughout the program, TEKsystems recruiters and account managers facilitate resume and interview coaching with students. Per Scholas graduates are then incorporated into the TEKsystems talent pipeline for job placements. Graduates also gain access to a full suite of graduate services from Per Scholas, which provides two years of extensive alumni follow-up and support. On average, Per Scholas graduates increase their income by upwards of 400 percent upon completing the program.

A hiring and training partner since 2015, TEKsystems has hired more than 400 Per Scholas graduates to date. TEKsystems employees are very passionate about the program. TEKsystems Detroit Division Lead, Rania Darwish said, "Working with students over the last 15 weeks—whether it be assisting with mock interviews or career readiness—has been one of the most rewarding experiences of my career. The partnership formed with Per Scholas has provided many students a second chance at starting a career giving them new career goals which they may

not have been exposed to previously. Diversity being a focused priority for most of our clients, partnering with Per Scholas has been a huge differentiator for us as we are now aligned to our client's internal diversity strategy as well."

Through these customized training tracks in Boston, Detroit and Philadelphia, Per Scholas will train at least 540 people for cutting-edge tech jobs by 2022.



Allegis Global Solutions

This year, the Allegis Global Solutions (AGS) global teams were challenged to impact the lives of others by logging in 7,500 hours of community service by the end of 2019. Exemplifying Allegis Group's commitment to serving and our competitive spirit, the AGS team exceeded their goal two months ahead of schedule. Across the globe, AGS employees have served over 250 organizations in the 61+ countries where they operate. They currently are at 114% of their goal, with over 8,500 service hours completed and teams still logging CSR events every day.

AGS President Chad Lane shared, "Serving in our communities is a life-changing experience for our employees and often those on the receiving end of your generosity. More importantly, I can think of no better way than to live our purpose of impacting the lives of others than giving back. Whether you are building houses, spending time with the elderly, running with veterans', visiting pet shelters, mentoring young children, raising money for breast cancer research or hosting workforce resource days to support those who are rebuilding their lives – you are living our purpose every day."



Aerotek

Aerotek employees were onsite at APAFHDEM, an organization that helps children and adults with disabilities learn basic skills through building and selling pinatas in Mexico.. Aerotek/TEK/AGS have been supporting this organization for the last 3+ years. During the Cancun incentive

trip, Aerotek employees had the option to volunteer with them. They participated in a service activity where they painted their building, gardened and helped children construct their pinatas. There were also team based activities where they did sack races, bowling, ring toss, blindfold trust obstacles and a dance party.



Allegis Group

New this year, Allegis Group employees spent a few hours during an All Hands meeting going out into the community for different service events, working with over a dozen organizations in and around Baltimore. Events varied from stuffing teddy bears for military families to doing yardwork and weeding at our local YMCA's. We are proud that so many of our team members were able to get out in our communities and unite behind a common cause.

"We had 643 team members that went out to different organizations around Baltimore. We hit 21 different locations and 19 organizations where we were able to make a big impact in a short period of time. I look at some of the charities we visited and am humbled by the opportunity we helped to create today." General Council Rich Moore shared on stage at the meeting.



MarketSource

MarketSource is continuing to heighten its presence and brand in the community. One great illustration of this is the increased investment with Junior Achievement (JA). With the opening of a new JA Discovery Center near MarketSource's headquarters in the fall of 2018, we leaped at the opportunity to extend our engagement. Since its inception, MarketSource's team members have impacted the lives of over 1,500 middle and high school students accumulating over 500 service hours. As we continue to explore new Junior Achievement programs like JA Inspire and 3DE, those impact number will rise even more.

As a result of our growing impact, Junior Achievement recently honored MarketSource with the 'JA 50 Club' award by consistently having over 50 employee volunteers support their programs. A recent quote from our JA liaison Kyle Redner, Director, Volunteer Experience and Partnerships "Everyone was really engaged, enthusiastic and so helpful to the students. Thanks

for all the impact you and the MarketSource team has made on the JA Discovery Center at North Georgia this school year.” To add to our great work, Shelton Guinn our Vice President of Human Resources, recently joined Junior Achievement of Georgia’s board of directors. We are proud of our work here and will continue to seek other ways to drive our impact.



Major, Lindsey & Africa

Major, Lindsey & Africa’s (MLA) London office donated to the UK’s Mental Health Foundation for #MentalHealthAwareness Month. The team is featured wearing the pin because the legal industry often creates an environment of high stress and anxiety and, as a result, has some of the highest levels of poor mental health.

“As the world’s leading legal recruitment firm, we want to facilitate and participate in this evolving conversation. Wearing the pin creates a safe space, for times when people want to cut through the routine conversation and have a real talk about”,

Director of Human Resources Jacki Wandrey shared.

Allegis Group APAC

CSR continues to be a focus in our APAC region with all of the countries taking time throughout the year to support their local communities. From walking dogs and recycling soap in Hong Kong, cleaning homes in Singapore, participating in the first LGBTIQ job fair in India, to making a nationwide effort to donate blood to the Red Cross in Australia. Teams have gone above and beyond to support causes close to their hearts and give-back.

In China, the team have a long-standing partnership with ‘YueMiaoYuan’, a center dedicated to special care for children with physical or mental disabilities. In 2019, after learning that the center’s kitchen was no longer functional, the team embarked on a major fundraising initiative to build the center a new kitchen.

An online fundraising page was created, and various activities held to encourage donations, including a children's day out at the YueMiaoYuan campus, a charity auction, and a live concert presented by Lois Chen, one of the China Account Managers.

These activities raised a total of ¥108,958 (US\$22,800). Enough for a brand-new kitchen, new kitchen supplies and some electronic devices to help improve the daily lives of the children.

Allegis Group EMEA

Allegis Group EMEA continue to dedicate their time to volunteering and fundraising for numerous charities and worthy causes across their different offices and countries. The focus is set by their offices and teams which enables a wide range of fantastic charities and individuals to be supported and impacted by our people.

The EMEA region has seen a real volunteering drive over 2019 with numerous teams giving back their time to others. On Tuesday 18 June, our EMEA Executive Leadership team spent the day volunteering at Spitalfields City Farm, a fantastic space in the heart of London which relies heavily on volunteers to keep it running efficiently, cared for and in good working order. The farm aims to provide a safe, stimulating space for children and young people to connect with nature. It also gives people in the local community an opportunity to be part of something and encourages them to explore the benefits of healthy lifestyles, and to sustainably manage natural ecosystems for the benefit of local wildlife.

It was a great day for our Executive Leadership team with lots of hard graft. The main activities they were involved with were painting outdoor wooden walkways and fixtures, lugging hay stacks and straw deliveries and shovelling manure. It was a fantastic experience for the team which they really enjoyed and felt they made a valuable difference to the farm and local community.

For more information on our commitment to CSR and serving our local and global communities, take a look at our 2018 CSR Report.



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.

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