

COMMUNITY FOOD BANK

2024 Impact Report

CAPTECH CARES | DIVERSITY, INCLUSION & BELONGING

CapTech[®]

Ameri-Kart Corp.
Goddard, KS 800-533-2475

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Farm Fresh
PEPPERS

PRODUCE OF USA
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1 1/2 BU.
KEEP REFRIGERATED
PERISHABLE

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AMERI-KART PRODUCE CO., INC.

Executive Summary

Grouped by our Focus Areas, you'll see how we turned 2024 into a year of increased food donations, greater housing security support, broader sustainability initiatives, and deeper employee appreciation.

IMPACT REPORT



What is the impact report?

Each year, we create new objectives to drive continued progress for our combined efforts for CapTech Cares and Diversity, Inclusion, and Belonging (DIB). This includes four CapTech Cares program pillars: Governance, People, Environment, and Communities, which are fulfilled by launching initiatives across our five Program Focus Areas. Our annual Impact Report looks back at the initiatives accomplished during the previous year.



What you'll see in this report:

The following is a sample of our efforts in 2024 that demonstrate our commitment to each other, our environment, and our communities.

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A Letter from Our CEO

CapTech is dedicated to making a difference in the communities we work in and live in. Our people are rolling up their sleeves on a daily basis to proudly build what's next — because CapTechers care and are committed to using their capabilities and energy to create change and meaning for those around us.

Last year, our people made a significant impact on our local communities and our culture. Their time and enthusiasm equated to:

- Over \$126,000 in charitable contributions, and
- Over 2,000 hours of volunteer and pro bono work.

I am proud to acknowledge that several of these efforts began as grassroots initiatives. When CapTechers see an opportunity to affect change, they work tirelessly to shape a path and make it happen because they feel empowered to do so — helping our people find ways to contribute is inherent to who we are as a company.

It is a privilege to share this Impact Report with you and shine a spotlight on the hearts and hard work here at CapTech as we continued to make a difference and shape our communities for the better in 2024.

Andy Sofish, CEO





OUR VISION

To improve the world we live and work in through the transformative power of technology.



OUR MISSION

Driving exceptional outcomes by relentlessly pursuing what's possible.


With expertise and a strong passion for what we do, we're focused on defining and delivering what's next for organizations. As a community of driven, collaborative, curious people, we thrive on the lasting partnerships we build through mutual success with our clients.


Let's do next together.

CapTech is a technology consulting firm focused on defining and delivering what's next for organizations.

 **900+**
Consultants

 **9 Years**
America's Best Management Consulting Firms, Forbes

 **8**
Offices Nationwide
Atlanta / Charlotte / Chicago / Columbus / Reston / Denver / Philadelphia / Richmond

 **6**
Core Values
Belonging / Trusted Advisor / Flexibility / Servant Leadership / Intellectual Curiosity / Enthusiasm



CAPTECH CARES: MAKING A DIFFERENCE TOGETHER

Our CapTech Cares Belief Statement



We are committed to leveraging our resources and strengths as innovators, engineers, and strategists to improve the lives of underrepresented and disadvantaged people in the communities we serve.



A Letter from our CapTech Cares Leader

This year, we continued to make powerful impacts through our CapTech Cares program, both in our responsible business practices and our community service efforts.

We stayed attentive to our governance, people, community, and environmental impact goals through specific objectives that inspired company-wide and local office initiatives. The results are proudly reflected in this report. 2024 proved to be another great year of making a difference.

Tina Rulli, CapTech Cares Program Lead

OUR PROGRAM STRUCTURE

Guided by the idea that we have an opportunity to make the world a better place, our program is organized into four pillars.

Governance (Our Commitment)

Ensures a well-managed program and alignment of work to overarching goals.

People (Our Promise)

Provides a workplace that stays true to our Employee Value Proposition, an opportunity for CapTechers to make a difference during their tenure here, and transparency to our clients and stakeholders of our responsibility commitments.

Environment (Our Contribution)

Establishes sustainable actions and controls in our business practices.

Communities (Our Impact)

Activates the work we do in our communities across the nation.

Our Areas of Impact

From individual CapTechers finding ways to make a difference through volunteering their funds, time, and services, to our company-wide efforts organized under the CapTech Cares program, our philanthropic and responsibility efforts reach every corner of our organization. These efforts focus on the following impact areas:



Empowering Youth

Investing time and resources to create opportunities for youth to learn, grow, and build confidence to become future leaders



Increasing Housing Security

Supporting efforts that provide people with a secure and safe place to live and thrive



Increasing Food Security

Helping combat food insecurity in the communities where we live and work



Making Technology Accessible and Available

Ensuring equal access to technologies, education, and opportunities in technology



Responsible Business Practices

Fostering a diverse, inclusive, and accessible workplace that delivers on sustainability and impact area goals making a difference in our communities



→  Empowering Youth



Organizing and participating in the Junior Achievement event was an incredibly rewarding experience. I am deeply grateful for CapTech’s unwavering support in giving back to local communities and investing in youth programs, nurturing the next generation of tech leaders.

—Jacqueline Prine
CX Manager



So Kids SOAR

On April 4th, 2024, CapTechers from our Reston office had the privilege of volunteering at an adaptive soccer clinic sponsored by So Kids SOAR (SKS).

SKS “provides free adaptive athletic, recreational, and skill-building activities that empower youth with physical and developmental disabilities.” Our partnership with SKS is important and long-standing, and CapTechers across many different roles and functions stepped up to volunteer.

Raising Funds for Big Brothers Big Sisters

In March 2024, CapTech’s charity bowling team, Lord of the Pins, participated in Richmond’s annual Big Brother Big Sisters’ Bowl for Kids’ Sake (BFKS) event. Big Brothers Big Sisters facilitates one-to-one mentorship between adult volunteers and children, and BFKS is their “largest and longest-running annual fundraiser.”

CapTech has participated in BFKS since 2017, and our Lord of the Pins team proudly contributed \$2,323 to this year’s event, which raised a total of \$83,118.

Junior Achievement Volunteerism

Early in the year, CapTechers helped organize and participate in a Junior Achievement (JA) volunteer event where they spent the day guiding middle school students through a simulated business environment. JA’s mission is to “serve as a business-integrated education partner with expertise in experiential learning that successfully develops key mindsets and skills for students to lead meaningful and successful lives.” The CapTech team ran the students through real-world scenarios, where they had the opportunity to make business decisions on matters like expenses and earning a profit.


\$9,750
Donated

End-of-Year Gift to Toys for Tots on Behalf of Clients

To express our gratitude to our clients, CapTech made donations in their honor to one of four charitable organizations that align with our Focus Areas. 119 clients selected Toys for Tots as their charity of choice, helping us make a difference in our communities with \$9,750 in total donations.



→ Empowering Youth — First Tee



We are proud to support a world-class organization like First Tee that shares our passion for developing and empowering young people.

—Sandy Williamson,
Chairman of the Board



Our Relationship

CapTech is both a Corporate Partner and Trustee of First Tee, a nonprofit youth development organization that empowers more than 3.3 million kids across 150 US chapters and 6 international chapters through character building and the game of golf. First Tee integrates golf with educational programs that build life skills, shaping and empowering future generations with values CapTech shares. Deeply committed to this organization, CapTech's Chairman of the Board, Sandy Williamson, is also an individual Trustee and personally involved with First Tee.

CapTech has been supporting First Tee at a national level for five years, and prior to that, we've been engaged with several local chapters. We have donated more than \$1 million and, in 2024, dozens of employees volunteered to support First Tee's programming in various ways, but largely, our focus is on empowering youth by providing access to technology and mentorship.

STEM Lessons at First Tee Chapters & Summer Camps

In 2023, CapTech opened a state-of-the-art golf innovation center at First Tee – Greater Richmond's Belmont Golf Course, which was intended for participants to explore and learn from golf technologies. We helped build STEM lessons, many of which carried over into the summer camp, and introduced the chapters to our Par 3 Challenge technology, which challenged participants to hit their best in a digitally enabled closest-to-the-pin competition. We have held similar lessons and supported summer camps at the First Tee Metro Atlanta and First Tee Metro DC chapters.

First Tee Summit

CapTech sponsored the Inaugural Partner Summit at First Tee's biannual Partner Summit in November in Phoenix, AZ, which celebrates its network and the game-changing work it makes possible for participants. The Partner Summit, which included an introduction from Sandy Williamson and a keynote from Managing Director Roberto Castro, brought together alumni, partners, chapter leaders, and national executives across the organization.

National Teen Opportunities

First Tee Innovator's Forum

For several years, CapTech has been honored to lead interactive workshops for this program, which empowers First Tee teens to develop a meaningful service project in their communities focused on education, health, human rights, or environmental sustainability. Director Crystal Harris has led this program, leaning in to share lessons on creativity and innovation and help the students better plan their community projects.

PURE Insurance Champions Tournament Impacting First Tee

For two years, CapTech has been a proud partner of this event in Pebble Beach, which brings together PGA TOUR Champions professionals, in support of First Tee. This year, CapTech sponsored the Legends & Leaders Pro Am and hosted a Par 3 Challenge on the iconic 17th hole at Pebble Beach Golf Links throughout the tournament.

Winter Workshop

In January, CapTech participated in First Tee's first-ever Winter Workshop in Jacksonville, FL for First Tee College Scholarship Program Scholars. CapTechers networked with First Tee Scholars and provided professional development expertise on resumes and interview preparation.





Increasing Housing Security



Is there anything better than doing good, while hanging out with friends? I don't think so! Putting together lunches for our community, while surrounded by amazing CapTechers is always a great time.

—Liz Wright
MC Manager

Supporting Temporary Housing Organizations

During CapTech's annual Week of Caring, our Richmond office gathered to assemble and donate nearly 100 meal and small toy kits for the Ronald McDonald House Charities (RMDHC). The RMDHC "provides temporary housing and support services for families with a child being seen in any local medical facility and must travel far from home for their child's care."

During that same week, our Charlotte office also came together and bagged over 100 sandwiches for an emergency shelter that is part of Roof Above. As a comprehensive homeless service provider, Roof Above serves 1,200 people per day through a spectrum of services ranging from street outreach, day services, emergency shelter, and permanent supportive housing. Their mission is to unite the community to end homelessness, one life at a time.




\$11,560 Donated

End-of-Year Client Donation to Habitat for Humanity
To show appreciation to our clients, CapTech made donations in their honor to one of four charitable organizations that align with our Focus Areas. 141 clients selected Habitat for Humanity as their charity of choice, helping us make a difference in our communities with \$11,560 in total donations.





We're excited to have CapTech join Feeding America® in the movement to end hunger. I'm inspired by CapTech's commitment through financial support and their annual employee "food fight," which helps fuel our mission to ensure everyone has equitable access to nutritious food.

— Lauren Biedron, Senior Vice President of Corporate Partnerships, Feeding America



Increasing Food Security



I label the meals with allergen info and dates, and box them into individual portions for easy transportation for folks who are walking or biking. After our big summer event alone, we donated about 250 meals!

—Hannah O’Toole
CX Manager

Volunteering So Others May Eat

CapTech D.C.’s ‘CapTech for Good’ volunteer team extended the giving season into the new 2024 year by organizing an office food and clothing drive to benefit So Others May Eat (SOME).

SOME is a nonprofit organization that “strive[s] to break the cycle of poverty and homelessness” in Washington, D.C. They provide their clients with housing, healthcare, education, and workforce development, as well as emergency services, social services, and advocacy.

Over the course of several months, CapTechers were encouraged to donate canned goods, non-perishable food items, and clothing. The extended donation timeline paid off, as CapTechers collected and dropped off over 350 items of clothing and over 80 food items to benefit SOME!

A Food Bank Day of Service

During CapTech’s annual Week of Caring, our Atlanta Office completed a Day of Service at the Atlanta Community Food Bank by packing 3,600 pounds of green bell peppers.

Rescuing Meals for Community Fridges

At CapTech, we are working to reduce food waste. In the US, 38% of food is wasted, and in Richmond, 20.3% of city residents experience food insecurity. In response, CapTech headquarters rescues food from catered events and donates it to Richmond’s RVA Community Fridges, a mutual aid organization with 14 locations around Richmond that are accessible to anyone.

With our food rescue and reuse mindset, CapTech has generously donated at least 400 meals in 2024.



Food Fight Blitz 2024

Food Fight at CapTech has become an annual tradition, dating back to a friendly competition between two accounts in 2013 to see who could raise the most support for their local food bank.

In 2022, as we expanded beyond our eight office locations, we took the fight national along with us. Joining forces with the power of Feeding America, we fought for food security in every hometown in the United States and Puerto Rico.



3M Meals Provided

Feeding America®

In 2022, we raised \$130,548 for Feeding America. In 2023, we raised another \$77,413, and this year we raised \$89,845, for a total of \$308,501 in support to Feeding America so far. That’s an impact of over 3 million meals provided to those facing hunger in our communities.

→ Making Technology Accessible and Available



Everyone wins when experiences are accessible to all — that was the spirit behind the “Making Accessibility Business as Usual” materials we shared this year: actionable plans that organizations can start working on today.

—Virginia Booth
CX Technical Director

Volunteer Participation in Apparo’s G.A.I.N. Program

Through our long-standing relationship with Apparo, a technology-focused nonprofit, CapTech continued its participation in their G.A.I.N. (Growth, Agility, and Innovation for Nonprofits) Program by providing nonprofit participants with the tools, training, and other support they need to implement and sustain their technology and process improvements. In 2024, 13 CapTechers supported multiple nonprofits, volunteering more than 280 hours to this important community work. Two of them, Danielle Okun and Tina Schurr, were selected for Apparo’s monthly “Volunteer Spotlight.”

Investing in Our Own Team’s Accessibility Know-How

We continued to prioritize accessibility within our own walls, logging upwards of 112 hours training and mentoring fellow CapTechers. We invested in improving the accessibility skill set of eight team members in particular, curating design and development-focused accessibility resources to support their growth. In May, we hosted Joe Devon, founder of Global Accessibility Awareness Day, in a company-wide session.

Helping Organizations Make Accessibility “Business as Usual”

In 2024, we continued to educate and empower organizations on incorporating accessibility best practices into their ways of working. We spoke publicly at webinars and conferences and published three articles that reached over 700 people.

At mid-year, we launched a new assessment offering to help six organizations understand their current state and build out a strategic plan to achieve sustainable accessibility. Throughout the year, we also partnered with 17 clients across five industries to drive and support accessibility work. The scope ranged from current state accessibility audits and remediation plans to strategic approaches such as accessibility goal setting, incorporating accessibility into processes, recommended roles and responsibilities, and role-based training.



 **\$5,410** Donated

End-of-Year Donation to Khan Academy on Behalf of Clients

To express our gratitude to our clients, CapTech made donations in their honor to one of four charitable organizations that align with our Focus Areas. 66 clients selected the Khan Academy as their charity of choice, helping us make a difference in our communities with \$5,410 in total donations.



Responsible Business Practices

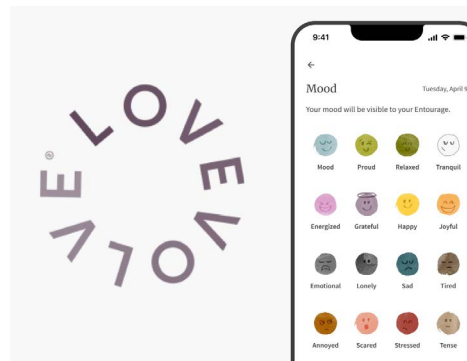


As a new parent, this project has been especially close to my heart. I remember being so touched when I received my son wrapped in a LOVE Swaddle after his first bath.

—Sarah McIntosh
MC Manager

Pro Bono Work

Each year, CapTech contributes its expertise pro bono to organizations throughout the US. In 2024, a CapTech team of 14 across three Practice Areas (two from Management Consulting, five from Customer Experience, and seven from Systems Integration) brought a digital experience to the mission of LovEvolve, an organization that partners with hospital systems to provide fourth trimester support, resources, and its signature LOVE Swaddle. Their new private online community, LovEntourage, helps new parents and caregivers navigate the shift into parenthood by providing a safe digital space with quick access to curated postpartum resources as well as the opportunity to easily check in and request help from their private support network.



Our Green Journey Achievements

In 2024, CapTech continued its Green Journey with several efforts and accomplishments:

- Voluntarily baselined our Scope 2 and Scope 3 GHG emissions for continued responsible business practice management.
- Documented our Environmental Management System (EMS) based on ISO 14001-2015 standards.
- Formalized our Environmental Policy, Sustainable Purchasing Policy, and Waste Management Policy.
- Established an environmental responsibility standard for our vendor services contracts.
- Conducted our first annual environmental responsibility training to employees in key purchasing roles.
- Completed our first EcoVadis assessment to receive our initial scorecard and corrective action plans.

In 2024, 37% of our Amazon orders were from Small and Diverse Sellers.

 **\$3,280** Donated

End-of-Year Donation to Arbor Day Foundation

To show our clients our appreciation, CapTech made donations in their honor to one of four charitable organizations that align with our Focus Areas. 40 clients selected Arbor Day Foundation as their charity of choice, helping us make a difference in our communities with \$3,280 in total donations.

 **2,500+** Donated

Pro-bono Hours

Apparo _____ 280+

LovEvolve _____ 1,700+

Arcola VFD _____ 425+

Bank of America _____ 330+
REACH Riverside



Responsible Business Practices



Thank you, again, for your donation! We're thrilled and grateful that you've chosen to support our mission to fight for all animals.

—Humane Society

Working with Our Clients to Improve Sustainability

CapTech empowers clients to make informed decisions, achieve their sustainability objectives, and contribute to a greener future by providing actionable insights and comprehensive support.

To help our clients accurately track their environmental impact and achieve their sustainability goals, CapTech leverages advanced data analytics, Internet of Things sensors, and cloud-based platforms to provide real-time monitoring and reporting capabilities. Our solutions integrate seamlessly with clients' existing infrastructure, allowing them to capture key metrics related to emissions, waste management, and resource utilization. This transparency ensures that clients comply with stringent environmental regulations and proactively manage their sustainability initiatives.

Additionally, CapTech assists clients in optimizing their emission reduction projects and improving their forecasting capabilities. Our team of experts utilizes predictive analytics and machine learning algorithms to predict future trends. This enables clients to identify potential areas for improvement, prioritize projects based on their impact, and allocate resources more efficiently. With precise forecasting tools, clients can develop more effective sustainability plans, set realistic targets, and continuously monitor their progress. By running scenarios against the forecasts, clients can determine the most optimal projects to create the best outcome.

Supporting Minority and Family-Owned Businesses

Food trucks are a fun way to gather employees at our headquarters while supporting our community. In 2024, we worked with seven minority and family-owned food trucks to serve at our monthly in-office events.

Employee Engagement Survey Scores

Each year, all CapTech employees receive an engagement survey. The survey asks them to rate responses using the 1-4 Likert Scale of Strongly Agree (4.0), Agree (3.0), Disagree (2.0), and Strongly Disagree (1.0) to express the extent to which they feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work.

In 2024, 79% of employees participated, with responses totaling an overall engagement score over 3.0 ("Agree") for the sixth consecutive year.



Food Truck Demographics

3 Family Owned

1 Asian-Family Owned

1 Black-Family Owned

1 Female Owned

1 Hispanic-Family Owned





Responsible Business Practices



Your dedication to hurricane relief efforts will significantly impact the affected communities, offering hope and help to those in need. Your kindness and generosity have not gone unnoticed.

—Dan Leroy
President and CEO
United Way of Asheville and Buncombe County

Hurricane Helene Donations

Following Hurricane Helene in late September, CapTech Charlotte, being the closest office to the affected areas, took action to support the severely impacted communities in western North Carolina. Charlotte initiated the effort by donating \$1,500 to assist in the relief efforts. Richmond matched this contribution, bringing total donations to \$3,000, which was distributed among three reputable organizations actively involved in disaster relief.

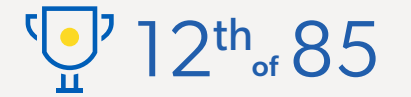
- **United Way of Asheville and Buncombe County:** This organization provides immediate and long-term disaster relief to the communities impacted by Hurricane Helene.
- **American Red Cross:** Known for its comprehensive disaster response services, the Red Cross provides critical aid such as shelter, medical assistance, and disaster recovery services.
- **Humane Society’s Emergency Animal Relief Fund:** Recognizing the plight of animals during natural disasters, this fund focuses on caring for animals that have been displaced by the storm.

In addition to company-sponsored donations, we encouraged our employees to support relief efforts for those affected by Hurricane Helene, reflecting CapTech’s commitment to community aid and cooperation during difficult times. We hope our support will help rebuild and restore the affected communities.



Elevate Internship Ranked #3 Best Consulting Internship

Vault’s annual survey ranks the nation’s highest-rated internship programs across a survey pool of over 20,000 interns from more than 300 companies nationwide. CapTech not only took the number three spot for Best Consulting Internship in the country, but also received recognition for Quality of Assignments, Training & Mentoring categories, Overall Diversity, Diversity for Women, and Diversity for LGBTQ+.



**Consulting Magazine
Best Firm Achievement**

We are proud to have received Consulting Magazine’s Best Large Firms to Work For award for the 11th time!

Consulting Magazine’s rankings identify the top firms to work for based on work/life balance, client engagement, career development, leadership, and culture. CapTech is honored to rank 12th out of 85 firms in the large firm category.



DIVERSITY, INCLUSION & BELONGING

Our Belief Statement



We are committed to creating and maintaining an inclusive workplace where all people can thrive and are empowered to bring their whole selves to work. To support our goals, the Diversity, Inclusion and Belonging (DIB) Council, along with the seven Employee Resource Groups (ERGs), promote ongoing education, increased understanding, and consideration for our entire employee population.



A Letter from our DIB Leaders

It's hard to believe that six years have passed since we established the CapTech DIB Council. Reflecting on our journey, we recognize just how far we have come together. Our collective efforts have made a significant impact, our commitment remains strong, and we're genuinely excited about what lies ahead.

Our recent company-wide employee survey reveals that many CapTech employees feel they have a safe space to discuss DIB topics, and this is something we deeply value. It's inspiring to see how collaborative efforts can lead to meaningful outcomes. As we step into 2025, we are eager to deepen our initiatives and further collaborate with our CapTech Cares team. Together, we aim to enhance our volunteer efforts to give back to our communities and expand our mentorship programs to support one another even more.

Here's to another year filled with growth, learning, and meaningful connections! Our seven Employee Resource Groups (ERGs) play a vital role in celebrating our voices, providing support, and creating wonderful opportunities for us all to learn and grow together. At CapTech, we are fostering a culture of belonging where everyone feels valued and empowered to bring their full and authentic selves to work.

Matt Beaver (he/him) DIB Chair, & Lilia Weber (she/her) DIB Vice-Chair

2024 GOALS & ACCOMPLISHMENTS

- Expanded DIB and ERG mentorship programs
- Supported community involvement and charity efforts
- Fostered meaningful in-person connections through engaging events
- Provided opportunities for employees to strengthen a belonging culture

Employee Resource Groups (ERGs)

ERGs are employee identity or experience-based groups that help all employees build community and share a common cause. At CapTech, we strive to build a culture of belonging through our ERGs by focusing on the following areas:



Belonging

Foster a culture of belonging by connecting with people who share a common identity or background



Growth

Cultivate employee growth by identifying professional development opportunities



Awareness

Raise awareness on specific ERG initiatives, provide access to leadership, and serve as a resource for leadership



Recruiting

Bolster recruiting by leveraging personal and professional connections to attract the most qualified candidates

Employee Resource Groups

Black Excellence at CapTech

Enhances, influences, and strengthens the relationship of Black employees, their allies, and the wider CapTech community while fostering a culture of inclusion within the workplace.

2024 Accomplishments

In honor of Martin Luther King Jr. Day, we hosted a special event to celebrate Dr. King's contributions to the Civil Rights movement. Our ERG also shared a daily newsletter featuring inspiring facts about his life to encourage reflection on his impactful vision for a better world.

For Black History month, we held several ERG sessions focusing on "Celebrating the Diversity and Ingenuity in Black History." Later in the year, we centered our discussions on "Employee Engagement in the Black Community," to engage in meaningful dialogue about the importance of strengthening connections in the workplace.

To celebrate Juneteenth, we hosted events in the Richmond, Charlotte, Atlanta, and DC offices. These efforts highlighted various aspects of the day, including its history, notable historical figures, and the tradition associated with commemorating the end of slavery in the US.

In addition, we honored the legacy of Brown v. Board of Education, the landmark decision that ended school segregation and affirmed equal protection under the law. Similarly, we celebrated Bayard Rustin, a trailblazing advocate for civil rights, LGBTQ+ equality, and nonviolent activism, inspiring progress and justice for all.



Employee Resource Groups



Pride at CapTech

Offers a resource and champion for LGBTQ+ employees and allies so that all CapTechers are comfortable bringing their authentic selves to work.

2024 Accomplishments

We actively supported and celebrated the LGBTQ+ community through various initiatives and events, including sponsoring and participating in major pride festivals, such as Charlotte Pride and Richmond PrideFest, to showcase our commitment to inclusivity and belonging.

To provide meaningful conversations, we hosted monthly Queer Chats, creating a safe space for employees to share their experiences and discuss relevant topics.

We participated in the DC Front Runners 5K event, bringing together employees to support LGBTQ+ causes.

We collaborated with the Families ERG to host a speaker session titled “Transgender Inclusion & Allyship,” providing education and raising awareness about gender inclusivity. Also, in partnership with the Juntos ERG, we organized a joint session focused on “Decoding Identity.”

During Pride Month, we celebrated across multiple office locations, including DC, Philadelphia, and Charlotte.



Employee Resource Groups



AAPI at CapTech

Brings together CapTechers who identify as Asian, and allies, sharing similar experiences and equitable goals, with a vision for sharing food as a bridge to their heritage.

2024 Accomplishments

We celebrated cultural diversity and fostered meaningful connections through several engaging initiatives. One highlight was a team-building cooking workshop featuring Vietnamese spring rolls, where we shared a family recipe from our own team member to create an enriching experience for all.

We also hosted a panel discussion featuring multiple Asian-identifying team members from different levels within CapTech. This provided an open platform to share personal experiences of being Asian and explore how these identities have shaped our lives and careers.

In collaboration with the Juntos ERG, we launched the Tea x Cafecito series, a safe space designed to encourage candid and constructive discussions on challenging topics. This initiative underscored our dedication to fostering inclusivity and creating opportunities for meaningful dialogue across our diverse population.



Employee Resource Groups



Women at CapTech

The mission of Women at CapTech is to build a safe and equitable space, nurturing environment, and supportive community to mentor and grow women leaders to be confident in their roles and empowered to drive their careers.

2024 Accomplishments

For International Women's Day, we hosted the "Inspiring Inclusion" panel and a Valentine's Day Coffee Connect, along with spotlights on representatives from other ERGs to strengthen our community ties.

We began the 2024 DIB Speaker Series hosting Tracy Chou, who discussed diversity in the technology industry. We also celebrated employees' unique stories with a special panel featuring several CapTech Division 1 athletes and LPGA player Bailey Tardy, titled "Beyond the Fairway, Field, and Court."

We expanded our Womentorship program by pairing 28 Womentors with 78 Womentees across 16 sessions, to gain impactful conversations and meaningful connections.

To enhance professional growth, our leadership team and ERG representatives attended the Grace Hopper Conference in Philadelphia. We also provided virtual tickets and organized group viewings to engage employees from all locations.



Employee Resource Groups



Families at CapTech

Provides a forum for seeking and sharing resources related to specific family responsibilities at any stage in career and/or family life, with the goal of enabling CapTechers with tools to be good parents, guardians, and/or caregivers.

2024 Accomplishments

We marked Mental Health Awareness Month with an impactful panel where CapTech employees shared their personal mental health journeys and practical tips. Their openness inspired widespread praise and supported the culture of belonging and understanding within our community.

We collaborated with the Pride and Neurodiversity ERGs to host events focused on transgender inclusion, allyship, and the sensory impacts on learning and behavior. These events empowered parents, families, and friends with knowledge and tools to better support their loved ones.

Our commitment to community engagement was reflected in expert-led sessions on essential topics such as aging, college financing, mental health, emergency planning, healthy lifestyles, and grief. These sessions sparked discussions while providing participants with invaluable resources and insights.

We sponsored family-inclusive activities that created a warm and welcoming environment for all CapTech employees and their families, ensuring that everyone felt valued and connected.



Employee Resource Groups

Neurodiversity at CapTech



Amplifies the voices of those with neurological differences by providing a safe community for them, caregivers, and allies to share their experiences and perspectives while receiving understanding, empathy, and support.

2024 Accomplishments

To celebrate Autism Acceptance Month, we co-hosted a lunch-and-learn with the Families ERG and held a watch party for the documentary "In a Different Key," along with providing educational resources throughout the month.

We proudly marked the 34th anniversary of the Americans with Disabilities Act, a groundbreaking law that has transformed lives and paved the way for greater inclusion and accessibility for all.

For World Mental Health Day, we hosted Ashley Gaddy Robbins, PhD, to discuss neurodiversity, employment, and mental health. We also held a Neurodiversity 101 lunch and learn with the Autism Society of Central Virginia.

In collaboration with the Families ERG, we hosted a lunch and learn with pediatric occupational therapist Laura Petix on sensory impacts, learning, and behavior.



Employee Resource Groups

Juntos at CapTech

Translating to “together” in English, the name was selected as a nod to the Spanish language and the core value of Belonging. Their mission is to enhance and cultivate the relationships of Hispanic employees and their allies at CapTech.

2024 Accomplishments

We successfully completed our first year as an ERG and have already made significant achievements. The hard work we put in this year has prepared us for future growth.

Our educational content during other ERG awareness months was met with enthusiasm, inspiring cross-ERG collaboration events like Decoding Identity with Pride, Womentorship Panels, and Tea x Cafecito with AAPI.

We proudly hosted in-person events for Latine Heritage Month, celebrating the vibrancy of local Hispanic-owned restaurants and inspiring community connections through exciting raffle prizes. Furthermore, we launched our inaugural DIB Speaker event, marking a significant milestone.



Celebrating Affinity Months & Days

CapTech recognizes affinity months and cultural and wellness events as an important way to celebrate and honor our cultures and communities. CapTech strengthens our core value of belonging by providing a platform and empowering all employees to share these experiences and approach these celebrations with authenticity and sensitivity to go beyond surface-level recognition to discuss issues. Here are some key efforts that we held in 2024:



January	February	March	April	May	June	July	September	October	November
<p>Dr. MLK Jr Day The Black Excellence ERG hosted an event to celebrate the contributions of Dr. King</p>	<p>Black History Month Event: Hosted theme of "African Americans and Arts" and provided weekly newsletters and content to highlight influential figures in Black history</p>	<p>Women's History Month Event: hosted a cross-ERG event to engage an Inspire Inclusion Panel; and welcomed entrepreneur Tracy Chou for a DIB Speaker Series discussion</p> <p>Transgender Day of Visibility: Communication provided awareness and building supportive communities for the community</p>	<p>Autism Acceptance Month Event: The Neurodiversity ERG presented a lunch and learn on strategies for enhancing Neuroinclusion in the workplace</p>	<p>Asian American Pacific Islander (AAPI) Heritage Month Event: AAPI Leadership Panel brought together panelists to discuss leadership, their identities, and their experiences as leaders</p> <p>Event: Global Accessibility Awareness Day (GAAD) with co-founder Joe Devon for a fireside chat focused on the state of digital accessibility</p> <p>Event: The Women at CapTech ERG hosted: Beyond the Fairway, Field and Court: The influence Division 1 athletics has on our lives and career</p>	<p>Event: Transgender Inclusion & Allyship</p> <p>Event: Black Excellence celebrating Juneteenth 2024's theme "Honoring Freedom and Resilience"</p> <p>Event: Decoding Identity: Juntos & Pride ERG Event Collaboration</p>	<p>Juntos ERG celebrating AAPI-Latine and LGBTQ+ icons</p>	<p>Latine/Hispanic Heritage Month Event: Latinos in Leadership: DIB Speaker Series, Juntos ERG panel to celebrate our community, culture, and achievements</p>	<p>Event: World Mental Health Day with Ashley Gaddy Robbins, PhD</p> <p>Event: Neurodiversity 101: The Neurodiversity ERG hosted a lunch session to educate employees on supporting neurodiverse colleagues</p>	<p>Event: Neurodiversity and Families at CapTech ERGs hosted Laura Petix to discuss "How Sensory Impacts Learning & Behavior"</p>

Mentorship Programs

At CapTech, mentorship takes many inspiring forms. One program, the DIB Reverse Mentorship Program, allows junior employees to share their ideas and insights with company leaders, bringing in fresh generational perspectives.

The Women at CapTech ERG has a special “Womentorship” program that helps participants and their supporters form meaningful connections. Similarly, the Pride at CapTech ERG offers mentorship that enhances learning opportunities for everyone involved. Together, these initiatives create a supportive environment where knowledge is shared, relationships are built, and everyone has the chance to grow and learn.



Supporting Early Talent Through On-Campus Events and CapTech College Programs

CapTech’s college recruiting team partners with universities across the country to introduce STEM and consulting as potential career opportunities for students. In addition to countless engagements at schools nationwide, we hosted over 20 events in 2024 focused on Diversity, Inclusion, and Belonging. They took place at the following universities:

- Georgia Tech
- North Carolina A&T State University
- Ohio State University
- University of North Carolina at Chapel Hill
- University of Maryland
- University of Virginia
- Virginia Tech



3

Focus Areas Represented

- Empowering Youth
- Making Technology Accessible
- Responsible Business Practices



7

Universities

For the third year in a row, CapTech also provided a QR code for students to select a charity that CapTech would donate to on their behalf. They could choose between The United Negro College Fund or Girls Who Code, and nearly 1,000 students participated.



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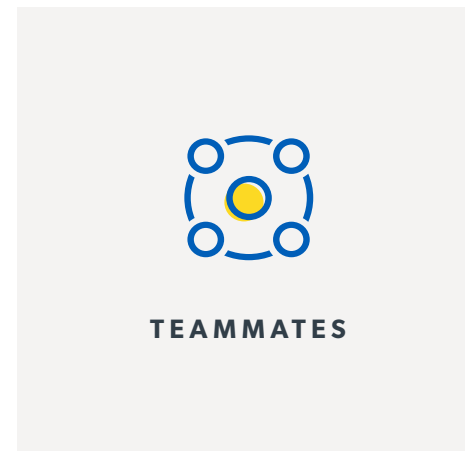
Activities

- Career Fairs | Networking Nights | Sponsorships | Hackathons | Technical Workshops | Professional Development | Information Sessions | Case Study Competitions | Resume Reviews | Mock Interviews





We are honored by our CapTechers' generosity and commitment to our CapTech Cares and DIB programs. We know this report doesn't capture everything, as our Core Values are demonstrated every single day. Together we are making a difference at work, with our clients, and creating a better future in our communities.



Thank You.

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