

2022
DIVERSITY,
EQUITY &
INCLUSION
(DE&I) and
CORPORATE
GIVING
**Year-End
Report**

 ASRC FEDERAL

 **COMPASS**
Diversity, Equity & Inclusion

Our DE&I Journey & Path Forward

Continuing to build and sustain a diverse, equitable and inclusive (DE&I) workplace remains a top priority for ASRC Federal. We believe it is important to provide a welcoming culture for all and to ensure we support communities across the nation. This foundation enables us to effectively serve our customers and provides the framework necessary for our continued success.

In 2022, Shavondalyn Givens joined our team as the director of DE&I, Social Impact and Corporate Giving. She is an experienced leader with the expertise needed to continue to evolve our DE&I program strategy and priorities.

Last year, the DE&I Council made substantial progress, including launching ASRC Federal PRIDE, our new employee resource group (ERG) for our LGBTQ+ employees and allies. The Military Community (MILCOM) and Multicultural ERGs, created in 2021, and the Women's Impact Network (WIN) ERG increased their membership and offered engaging activities and events throughout the year to enable employees to grow and have an opportunity to connect with their colleagues.

We were also recognized for our efforts to promote DE&I, and this is reflected in several honors we achieved in 2022: the Great Place to Work Certification for our people first culture, the Military Times' Best for Vets Employers List and Military.com's 2022 Top 25 Veteran Employer List.

As we move forward, our organization's focus is on growth and development. In 2023, we will build upon our DE&I program's momentum to ensure our diverse and inclusive culture continues to appreciate, value and celebrate employees for their differences. By doing so, we create the opportunity for our employees to flourish while helping the business succeed.



Jennifer Felix



Shaveta Joshi



George Morrow

Jennifer Felix

President & Chief Executive Officer

Shaveta Joshi

Chief Human Resources Officer
DE&I Council Senior Champion

George Morrow

VP, Robotic Exploration & Weather Division
DE&I Council Chair



MISSION

Statement & Purpose

ASRC Federal's diversity, equity and inclusion (DE&I) program, Compass, focuses on our most important asset – our employees. Compass sets the direction and focus for diversity, equity and inclusion at ASRC Federal and enables our employees to bring their best selves to work.

Our Compass Mission: Build an enduring enterprise committed to diversity, equity and inclusion.

Our Compass Vision: Increase competitive success through the tenets of inclusion, innovation and creativity by leveraging the diversity of thought, perspectives, backgrounds and talents of our workforce.

GOALS

- 1 Create an inclusive environment that welcomes all perspectives of the human experience and embraces the core values of the Iñupiaq culture.
- 2 Cultivate a workforce in which there are fair and equitable standards to promote competition and growth.
- 3 Serve our customers with the strongest solutions created by talented and diverse teams.



The Evolution of

COMPASS

Diversity, Equity & Inclusion

In 2022, ASRC Federal made significant progress in achieving its three DE&I strategic goals, while also maintaining and expanding the company's employee resource group (ERG) participation and engagement. The monthly COMPASS newsletter served as a key resource to educate employees and promote a sense of connection and belonging among employees. In addition, steps were taken to embed DE&I into the organization by incorporating a DE&I update in various staff meetings, including ongoing staff meetings hosted by operating group presidents and division leaders.

A few notable accomplishments include addressing bias in performance management evaluations by incorporating DE&I into existing manager trainings on what to do to mitigate bias. In addition, to enhance the company's talent programs, ASRC Federal continued to build upon its succession planning initiatives from 2021 by focusing on projects such as documenting the criteria for specific job roles. As part of the company's efforts to engage employees, the DE&I Program leveraged How To topics for managers and leaders to focus on inclusive communication as another way to increase overall employee engagement and retention.

ACHIEVED DE&I GOALS:

- 1 **Engage employees to build awareness of diversity and a more inclusive environment**
- 2 **Refine talent programs and practices to more clearly align with DE&I objectives**
- 3 **Establish a Measurement Approach**

2022 Highlights

In alignment with ASRC Federal's strategic DE&I goals in 2022, the company achieved significant progress in several areas:

1. Driving increased employee engagement, participation and interest in the DE&I program and associated ERGs through a wide variety of successful, well-attended events, activities and awareness opportunities
2. Fostering more connection opportunities for employees across the company in several locations around the country
3. Supporting a workplace where ASRC Federal employees can feel welcome and valued
4. Expanding the company's ERG offerings while simultaneously promoting inclusion through employee-focused groups



"Embracing DE&I provides an opportunity to build a team culture in which everyone is treated equitably. It is important for ASRC Federal to invest in the career growth of people from different backgrounds and cultures. As a leader in our organization, I have always valued the importance of creating a path forward to enable others to develop and grow. On my program team, I have diligently work to create a strong succession pipeline. This is evident through the work that has been accomplished by Kerry Lawson, Deputy PM and my successor. She is a highly respected, recognized leader and our WIN ERG lead who has done an outstanding job of embracing diversity by encouraging collaboration among diverse employees across the company."

Calvin Ramos,
Spectrum Team Lead





Timeline

We've taken important steps over the past three years to develop our diversity, equity and inclusion program at ASRC Federal and create a welcoming and inclusive environment where our employees can be their authentic selves. We are committed to continuing our journey for the greater good of our people, our culture and our communities.

2019

- American Corporate Partners (ACP) Partnership Established
- **WIN ERG** Launched (October)

2020

- DE&I Program Launch (June)
- DE&I Council Established (July)
- DE&I ICE Intranet Page Created (August)
- Unconscious Bias Training for SLT, Council & HR (September)
- Unconscious Bias Training for managers (November)
- First DE&I Survey Launched (November)

2021

- Let's Talk Session Launch (January)
- External DE&I Web Page Created (January)
- COMPASS Brand Launch (February)
- Book Club Launch
- Gender Pronouns Available for Email Signatures (June)
- Unconscious Bias Training for All Employees (August)
- **MILCOM ERG** Launch (September)
- **Multicultural ERG** Launch (November)
- DoD Skillbridge Partnership Established (November)
- DE&I Holiday Message to Employees (December)

2022

- **Multicultural ERG**
 - ERG Kickoff Event – Holocaust Remembrance Day (January)
 - Let's Talk Session for Black History Month (February)
 - St. Patrick's Day Event; Remembering Slavery Victims Event (March)
 - Hiking, Potluck, Recycling Data and Community Clean-up for Diversity Month and Earth Day (April)
 - Cinco de Mayo Event; Asian American/Pacific Islander Heritage Event (May)
 - LGBTQ+ Panel; Caribbean Island Heritage Event (June)
 - Summer Reads Launch (July)
 - Let's Talk Session on Racially Motivated Violence (August)
 - Hispanic Heritage and European Languages Events (September)
 - "My Roots" Panel (October)
 - Veterans Day/Navajo Code Talkers Event (co-hosted with MILCOM ERG) (November)
- **MILCOM ERG**
 - Vietnam Memorial Day Commemoration (March)
 - VA Benefits Brown Bag Muster Event (April)
 - Memorial Day Event (May)
 - Brown Bag Muster Trivia Event (June)
 - Veterans Day/Navajo Code Talkers Event (co-hosted with Multicultural ERG) (November)
- **WIN ERG**
 - Women's History Month Leadership Panel (March)
 - Equality Day event (March)
 - Asynchronous Training (March)
 - March of Dimes Heroines of Washington Gala (November)
- **PRIDE ERG**
 - LGBTQ+ Panel Discussion (June)
 - Launched PRIDE Intranet Site Resource Page (June)
 - Welcomed New ERG Champions (August)
 - Welcomed New ERG Champion (November)
- **Enterprise DE&I Activities and Communications**
 - DE&I Council ERG Leadership Panel (February)
 - CEO's Commitment to PRIDE and Updated PRIDE Resource Center (June)
 - Promoted National Disability Employment Awareness Month (October)
 - DE&I Holiday Message to Employees (December)



Recruiting and Outreach Efforts

ASRC Federal hosted and participated in nearly 100 recruiting events across the country. Events with a DE&I focus included veterans, the LGBTQ+ community, employees with disabilities and Generation Z/Millennial talent. We also partnered with over 15 diversity-focused organizations to expand the pool of potential talent.

Military Partners/Event Hosts:

- National Guard
- Military & Family Readiness
- ClearedCareers
- ClearedJobs.Net (Featured as Employer of the Week)
- ClearanceJobs (Featured Employer for various events!)
- Military.com/Monster
- Recruit Military
- American Corporate Partners

Diversity Partners/Event Hosts:

- Professional Diversity Network
- Dice
- Norfolk University (Historically Black Colleges and Universities (HBCU))
- Equal Opportunity Publications (EOP)
- disABLED Virtual Career Fairs
- CareerEco Virtual Career Fairs
- ClearanceJobs
- Military.com/Monster
- DirectEmployers

Disability Partners/Event Hosts:

- Bender Career Consulting
- SC Works

Our Commitment to Veterans

ASRC Federal was recognized in two veteran focused lists in 2022 – Military Times: Best for Vets: Employers List and Military.com’s Top 25 Veteran Employers. The recent top honors ASRC Federal received from two military organizations highlights our commitment to this important segment of our workforce – nearly 20 percent of our employees identify with a military affiliation.

Our focus on veterans for 2022 included launching a military landing page on our company website, utilizing a dedicated military recruiter and expanding veteran focused programs through our

2022 Recap

47 of 93
Recruiting Events

(approximately 50%) focused
on military, diversity, and
disability hiring

Approximately
196 Hours Spent

on military, diversity
recruiting events

Over
\$95,000 Invested

in military, diversity and
disability recruitment
(i.e., event fees, paid
advertising, campaigns)

MILCOM ERG which was launched last year. We were also active in the Department of Defense SkillBridge and American Corporate Partners outreach programs that help active-duty military professionals transition to the civilian workforce and support programs that provide services to promote mental health, financial stability and connection for veterans.



Heritage Months & Observances

Throughout the year, ASRC Federal offered programs and provided resources to spotlight the following DE&I Heritage months and observances:

JANUARY

Martin Luther King, Jr. Day
International Holocaust Remembrance Day

FEBRUARY

Black History Month

MARCH

Women’s History Month

APRIL

Celebrating Diversity Month
Earth Day

MAY

Military Appreciation Month
Asian American and Pacific Islander Heritage Month
Mental Health Awareness Month
Cinco de Mayo

JUNE

LGBTQ+ Pride Month
Juneteenth
Global Day of Parents/Caregivers

JULY

Independence Day

AUGUST

International Day of the World’s Indigenous People
Women’s Equality Day

SEPTEMBER

Hispanic Heritage Month
European Day of Languages
Patriot Day
Bi Visibility Day

OCTOBER

Breast Cancer Awareness Month
National Disability Employment Awareness Month

NOVEMBER

Native American, American Indian and Alaska Native Heritage Month
Veterans Day
National Veterans and Military Families Month
Transgender Day of Remembrance

DECEMBER

Human Rights Month



“Advancing diversity, equity and inclusion is an ongoing and expanding undertaking for any organization, starting with leadership. As a leader, I take my responsibility to be an example very seriously and believe it’s imperative for us all to embrace our differences, while fostering a culture where all voices feel safe, welcome and heard.”

Jason Nichols,
Defense & Intel Operating Group President



Employee Resource Groups (ERGs) Overview

ASRC Federal's Employee Resource Group (ERGs) aid in our effort to build a more inclusive workforce and serve as a conduit for employees with common interests, backgrounds and experiences to network, plan activities and also share information about their respective groups with the larger enterprise. We currently offer four ERGs for employees to participate in: Women's Impact Network (WIN) ERG, Military Community (MILCOM) ERG, Multicultural ERG and Pride ERG.



Women Impact Network (WIN) ERG Summary

Launched in October 2019, the WIN ERG aims to build an engaged, supportive, and empowered community of women at ASRC Federal.



"With over 150 members, the Women's Impact Network (WIN) ERG has a strong foundation across ASRC Federal. This was the second year we hosted WIN Engage, small peer-to-peer groups who meet monthly to engage on their work experiences and learn from others with different perspectives and backgrounds. Over 50 employees participated, and the monthly topics were tied to the Iñupiaq values and their correlation to participants' lives. WIN is committed not only to empowering women, but to inviting all ASRC Federal employees, regardless of their gender, to seek a better understanding of issues, skills and items relevant to women in the workforce."

Kerry Lawson,
ERG Lead

WIN ERG Engagement Milestones

- **WIN Engage:** For the second year, these small peer-to-peer mastermind groups met on a monthly basis. This year, the monthly topics related to the Iñupiaq values and their correlation to participants' lives.
- **Women's History Month:** To celebrate this important observance, WIN hosted weekly events, including two guest speakers, a health event and a training event.
- **WIN Leadership Panel:** WIN continued to invite women within the company to share more about their careers, challenges and life lessons to inspire others.
- **Women's Equality Day:** WIN hosted a guest speaker focused on meditation and mindset. This event was designed to educate participants on broadening their perspective and understanding the science behind internal thoughts and their impact on well-being and everyday lives.
- **Learning Opportunities:** WIN provided asynchronous training, resources and media to encourage members to learn more, at a time that is convenient for them.
- **March of Dimes Heroines of Washington Gala:** WIN members participated in this event, to honor professional women who have demonstrated a remarkable commitment to volunteer efforts which make a meaningful impact on their community.



Employee Resource Groups (ERGs) Overview *cont'd.*



Military Community (MILCOM) ERG Summary

Launched in September 2021, the ERG aims to provide a forum for ASRC Federal employees who are veterans, active guard/reservists, military spouses, family members and military allies to feel a sense of community and comradery among their peers to connect, network and grow as professionals.



"The Military Community (MILCOM) ERG now has 100 members and hosted a wide variety of well-attended events throughout the year, including several Brown Bag Musters, a trivia event and a Veterans Day Celebration in partnership with the Multicultural ERG. Over 65 people attended this co-hosted event which also tied into Native American Heritage Month in November. Next year, MILCOM will continue its efforts to build membership and support for the DE&I program. Scott Altman and I are planning a trip across multiple ASRC Federal locations around the country in the spring to bring together ASRC Federal leadership to discuss the benefits of ERGs. MILCOM is also planning to host events which support their networking goal in 2023."

James Mason-Foley,
ERG Lead

MILCOM ERG Engagement Milestones

- **Brown Bag Musters:** This year, MILCOM planned several Brown Bag Musters to discuss issues deemed important to members.
 - **Vietnam Memorial Day Commemoration:** This event was held on March 29 to commemorate the anniversary of the end of the Vietnam War. There were 35 MILCOM members in attendance.
 - **Veterans Administration (VA) Benefits:** On April 26, retired Marine Corps Sergeant Major and VA Benefits Coordinator Adrian Gamboa developed a VA Benefits briefing for all military veterans.
 - **Memorial Day:** With 65 people in attendance, this event was a commemoration of the sacrifices made by the men and women who lost their lives defending our great nation.
 - **MILCOM Trivia Event:** A trivia event was held on June 28 with several members in attendance. Winners received MILCOM swag prizes and discounts for the ASRC Federal Company Store.
- **Veterans Day Celebration:** In partnership with the Multicultural ERG, MILCOM co-hosted this event on November 10, with 65 people in attendance. To not only celebrate Veterans Day, but also to honor Native American Heritage Month in November, the event recognized the World War I and World War II Native Americans who bravely sent communications in their native language during both wars. Their participation was critical to the outcome of each war.

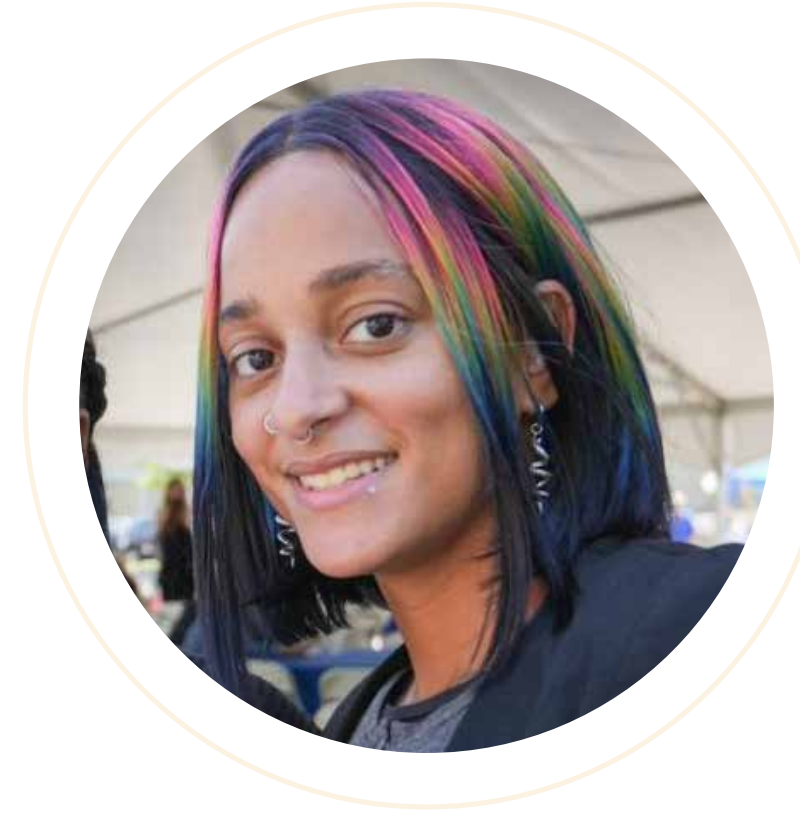


Employee Resource Groups (ERGs) Overview *cont'd.*



Multicultural ERG Summary

Launched in November 2021, the ERG aims to provide a forum for ASRC Federal employees to support, advocate and celebrate the diversity of all our employees from all backgrounds by offering various networking and experience sharing opportunities across the organization.



"The Multicultural ERG now has 148 members and hosted many events and activities focused on very diverse, engaging topics in 2022. One of these featured events was in honor of International Holocaust Remembrance Day, where Helene Johnson, guest speaker, shared her father's (Rubin Sztajer) personal Holocaust story. Mr. Sztajer authored a book about his experience entitled "Rubin's Story". This was a well-attended event with 106 attendees, and the audience feedback overwhelmingly indicated the speaker's story was very compelling and thought provoking. The Multicultural ERG also facilitated a joint Veterans Day Celebration event in partnership with the MILCOM ERG which honored Native American Heritage Month. We are looking forward to continuing to build and expand the Multicultural ERG in 2023."

Imani Edwards,
ERG Lead

MULTICULTURAL ERG Engagement Milestones

- **Let's Talk Series Collaboration for Black History Month:** In February, the Multicultural ERG hosted a successful event in honor of Black History Month.
- **Dropping Some Knowledge Session on the Victims of Slavery and the Transatlantic Slave Trade:** In March, the Multicultural ERG hosted an engaging event commemorating the victims of slavery.
- **Earth Month Initiatives:** In April, the Multicultural ERG participated in some environmentally friendly events to celebrate Earth Month, including Recycling Data and Clean-Up Community Service sessions.
- **Asian American and Pacific Islander Heritage Month:** In May, the Multicultural ERG featured a dynamic guest speaker, Kaimana Chee, to celebrate this cultural observance. Kaimana is the executive chef at Uncle's Hawaiian Grindz, a modern Hawaii restaurant in Fallston, Maryland. His presentation was focused on the history of Hawaiian culture.
- **LGBTQ+ Panel Discussion:** In June, the Multicultural ERG featured an interactive panel discussion to celebrate PRIDE Month.
- **Summer and Fall ERG Reads Book Club Discussions:** The Multicultural ERG hosted seasonal book club discussions based on books ranked and selected by participants.
- **Let's Talk Discussion on Hate Crimes:** In August, the Multicultural ERG presented an informative discussion about hate crimes and steps participants can take to stay safe.
- **Cooking Empanadas Session:** In September, the Multicultural ERG celebrate Hispanic Heritage Month by hosting a session about how to cook delicious empanadas.



Employee Resource Groups (ERGs) Overview *cont'd.*



PRIDE ERG Summary

Launched in June 2022, the ERG aims to support and advocate for our LGBTQ+ employees and allies and be a catalyst for positive change by promoting awareness, education, communication and career development and offering various networking and experience sharing opportunities across the organization.



ASRC Federal’s PRIDE ERG is a safe space for our LGBTQ+ employees and allies to gather and share experiences, opportunities and kinship. Knowing you have a support group of peers within your workspace helps to create a sense of safety and community. It is my honor to champion this group and help make ASRC Federal a place where we can bring our true selves to the valuable work we do. I am excited about our official kickoff event early next year.”

Michael Armour,
ERG Lead

PRIDE ERG Engagement Milestones

- **Launched New PRIDE ERG:** In June, we kicked off the new PRIDE ERG, an ERG that provides a forum for LGBTQ+ employees and allies to feel a sense of community while having an opportunity to grow, connect and network in a safe environment.
- **LGBTQ+ Panel Discussion:** In June, the Multicultural ERG featured an interactive panel discussion to celebrate PRIDE Month which included participation from the PRIDE ERG.
- **PRIDE Intranet Site Resource Page:** In June, the PRIDE ERG launched a new internal resource landing page including an updated email signature with optional pronouns, an overview of gender pronouns, pride trivia and more.



Workforce Demographics and Representation

Overall Demographics



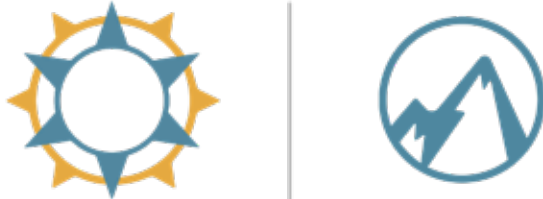
“DE&I is important to the company because it has provided employees with opportunities, diverse experiences and career and social advancement. It brings broader perspectives on projects and initiatives. It allows for greater understanding and empathy and promotes a positive workplace. DE&I fosters appreciation and value for all ASRC Federal employees.”

Patrice Johnson,
Senior Executive Support



“Being part of the ASRC Federal Talent Acquisition team and having an impact on our DE&I outreach has been incredibly fulfilling. Connecting with candidates and organizations across the nation that represent diverse cultures and backgrounds is a priority that strengthens our company and allows our employees to feel accepted and valued. I am proud of ASRC Federal’s commitment to diversity and dedication to challenging the status quo. I’m excited to continue growing and strategizing in 2023!”

Spencer Broste,
Recruitment Marketing Specialist & Talent Sourcer



Highlights of Corporate Giving

In 2022, ASRC Federal demonstrated its commitment to giving back to the communities across the nation. We participated in many corporate giving activities through donations and employees volunteering time to serve their communities. These efforts tie directly to our DE&I goals, such as support provided to the Arctic Slope region, veterans through Hope for Warriors, American Corporate Partners (ACP), and classroom projects around the country through Donors Choose.

Corporate Initiatives

- March of Dimes March for Babies
- Huntsville Trash Pandas
- Hope for Warriors
- Wallops Contractor Association Community Outreach
- American Corporate Partners (ACP)



Highlights of Corporate Giving *cont'd.*

Support for Local Robotics Teams

At the end of the calendar year, ASRC Federal started two new partnerships with local Robotics teams – Hammond High School in Howard County, Maryland and Glitch 2.0 Robotics Team in Asheville, North Carolina.

Donors Choose

For the second year in a row, ASRC Federal donated \$25,000 to classroom projects across the US through the Donors Choose campaign.



Giving Back to the Arctic Slope

This year, through the Donors Choose campaign, ASRC Federal helped to fully fund a school project for recording choir songs in an Arctic Slope area school called Silence is Golden, and we also helped to fully fund three additional projects in Iñupiat territory, totaling an additional \$1,650, along with a variety of other teacher projects in Alaska that were funded by our employees. In addition, special shareholders Initiatives included partnering with Alaska Excel, a non-profit that supports shareholder development programs in Alaska.

A few other projects that were funded through the Donors Choose campaign include: Untold Black History, iPads for new English speakers, Native American Circle Justice System, Coding Challenge and STEM supplies, along with STEM projects in Camden, New Jersey, where a majority of the population is in poverty and has limited resources.

Helping Schools and Students

\$25,000

allocated to
classroom projects
across the U.S.

161

funded projects

8,377

student learning
experiences supported

149

schools served

80%

of projects supported
> 50% student population from
low-income households

\$11,000

given to projects
in Alaska



Highlights of Corporate Giving *cont'd.*

Donors Choose Campaign: Giving Back to the Arctic Slope | Teacher Feedback

"Huge Quyanapuk to ASRC Federal! We really appreciate all you have done for our students!"

Mr. Calderwood, *Fred Ipalook Elementary School*

"Thank you so much for your donation! This will mean so much to my students! I truly appreciate it!"

Mrs. Myles, *PS 61 Arthur Eve-Distinction*

"Your generosity will bring some very difficult force and motion topics to life for my students. We are working hard to overcome the Covid years and make gains in our test scores and knowledge for the future! Thank you!"

Mrs. Juarez, *Cunningham Middle School*

"Thank you so much for providing this opportunity for my students. The majority of my students do not get the opportunity to help others, as they are usually the ones receiving help. It was beautiful to see them feel empowered by having the opportunity to help others. The students had such an amazing time working on these blankets to donate to those in need. Thank you for playing your part in making this opportunity possible for my students."

Mrs. Camacho, *Brooklyn Park Elementary School*

2022 DIVERSITY, EQUITY & INCLUSION AND CORPORATE GIVING YEAR-END REPORT

"The most impactful event for me with the DE&I program was the Earth Day building cleanup. It really showed that we can care for any space that we occupy, even corporate spaces. I hope fellow employees continue to join DE&I activities and also share their own ideas for DE&I events!"

Marian Suganob,
Training & Communications Administrator



Donors Choose Campaign: Giving Back to the Arctic Slope | ASRC Federal Employee/PM Feedback

"Thank you so much for offering such a wonderful program. What an amazing opportunity to make a difference!"

Dama Fraley, *Material Analyst, Defense & Intel*

"We are so excited to participate in this campaign - thank you!"

Ramesh Singh, *Program Manager, Civilian & Health*

"This is a great program and I like that ASRC Federal is giving employees the opportunity to be involved."

Jennifer Wandling, *Program Control Manager, Business Operations*

"I appreciate the opportunity to give back, it means a lot."

Lisa Elliot, *Proposal Coordinator, Business Development*

"I am grateful to ASRC Federal for allowing employees to have such a direct impact in our communities!"

Susan Westenbarger, *Program Administrative Specialist, Civilian & Health*



Highlights of Corporate Giving *cont'd.*

Food Insecurities During Covid

Over the past two years, ASRC Federal has participated in a number of COVID-specific efforts to help fight food insecurity in our local communities, including the following:

- **Houston Food Bank Donation**
- **Feeding America Donation**
- **Moorestown, New Jersey Food Bank Donation**
- **Peach's Pantry Local Soup Kitchen in Sierra Vista, Arizona**
- **World Humanitarian Day Food Drive** – *various locations*

Other Employee Led Partnerships and Initiatives

- First Responders Donation to Baltimore City Police Department and hospitals across the country
- Toys for Tots Donation to the Capitol Region and local donations across the country
- Red Cross Oklahoma and Red Cross Texas Donation
- Wallops Contractor Association Community Outreach



Wallops Contractor Association Scholarships:

ASRC Federal joined with five other member companies of the Wallops Contractors Association (WCA) at NASA's Wallops Flight Facility (WFF) to present scholarship donations to two higher education institutions. The University of Maryland Eastern Shore and the Eastern Shore Community College each received \$15,000 to support science, technology, engineering and mathematics (STEM) students and create opportunities for work and professional development at NASA.



Outreach to middle schoolers and teachers enrolled in Maui Economic Development Board (MEDB's) STEMWorks program at public schools across the island of Hawaii.

- Madison County Military Heritage Commission (MCMHC) Veterans Week
- Charity Golf Tournament to raise funds for LL12 Foundation's support for student athletes.
- Winter Drive to support the local homeless population in Trona, California
- Workforce partnerships including volunteering for local workforce development boards to help build STEM talent pipelines with state colleges and the public school system to help train and place people in jobs in the Aerospace, Aviation, Manufacturing and IT/Cybersecurity industries across Brevard County, Florida
- Computer literacy across the globe with organizations such as e3kids international, a US-based nonprofit that supports schools, libraries, orphan care and clean water projects in Kenya and Guatemala



"I am fortunate to lead a team of compassionate, generous people. Each year, the Research Facilities & Engineering Support Systems (RF&ESS) contract organizes giving opportunities for the team. We generally select organizations from the communities in which our employees live; however, tragedy leads us at times to support those in need. In 2019, the small town of Trona, California was devastated by earthquakes and many people lost their homes and jobs. Our team adopted 33 children for Christmas and donated \$1,000 to the high school to purchase graduation banners. Since the high school was condemned, the graduating class was unable to walk across the school stage at graduation. The banners were hung on the school fence to recognize their accomplishment. We love our communities and are passionate about making a difference."

Denise Harris,

Manager, Project/Program Management





LOOKING AHEAD TO 2023



"I am really excited about the upcoming year as we have a unique opportunity to further advance our DE&I program. With the strong commitment from our leaders and our employees, I am dedicated to continuing to expand our program, and am looking forward to developing ASRC Federal's DE&I strategic plan and welcoming our new DE&I Council members. I believe these key steps will enable us to achieve our DE&I goals, which are an integral part of our success as a company."

Shavondalyn Givens,

Director of DE&I, Social Impact & Corporate Giving

While ASRC Federal is still in the early stages of its DE&I journey, we have built a strong foundation during the first three years of the program. With the 2022 addition of Shavondalyn Givens, our new Director, DE&I, Environmental, Social, Governance (ESG) Impact and Corporate Giving Program, we are looking forward to continuing to focus on our DE&I priorities in 2023. This will include advancing a diverse, equitable and inclusive culture for employees and giving back to the communities where employees live and work. As a seasoned professional, Shavondalyn has the background and expertise necessary to continue to grow the DE&I program and social impact initiatives and build our ESG strategy, which will provide expanded opportunities for employees to engage with colleagues and within the communities they work and live.

The key priorities for 2023 include leveraging our current DE&I program initiatives for greatest impact to help maintain our competitive advantage and finalizing our DE&I Strategic Plan for the next five years. In 2023, we are also planning to host our first DE&I Council Retreat which will be an excellent opportunity for key stakeholders who lead our DE&I efforts to come together to collaborate, learn and participate in the development and planning for our annual goals.

Each of these key steps will effectively position us to foster an innovative culture driven by high levels of employee engagement. All employees will have an opportunity to thrive and contribute to mission success and participate in meaningful, impactful activities to connect with and support the communities ASRC Federal serves across the country.

