



2016

CORPORATE SOCIAL RESPONSIBILITY REPORT

A MESSAGE FROM LEADERSHIP



JIM DAVIS

Chairman, Allegis Group, Inc.

Team Allegis Group,

From the beginnings of our company, we have always aspired to serve those around us. We demonstrate this commitment both within our Allegis Group community – through challenging each other to grow personally and professionally – and within the communities where we live and work. Ours is a noble profession. We help connect talented individuals with the world’s most successful companies. We create opportunities for our team members, customers and contract employees to grow both personally and professionally – helping them achieve their goals and dreams through successful careers.

Our commitment extends beyond the work we do and into the way we choose to live our lives. We are passionate about giving back to the communities where we live and work, and we seek out opportunities to make an impact. Our partners across our businesses and across the globe come together through fundraising efforts and volunteer work to help improve the world and the lives of others.

I am proud to say that this activism and dedication has been a part of Allegis Group’s culture since our very beginnings, and I am confident it will continue to remain a focus for the years to come. We will act responsibly, we will operate sustainably, and we will contribute to the communities in which we work and live. We will always view this commitment as a central part of our legacy. It is WHO we are.

“We will act responsibly, we will operate sustainably, and we will contribute to the communities in which we work and live.”

This report highlights some of these efforts and provides an overview of how we’re living this responsibility. Let us celebrate what we have accomplished, but remember that our work continues. As we build a special company, we also strive to build a better world. Thank you for all that you do and for joining me in continuing these efforts.

We are Allegis Group!

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ABOUT ALLEGIS GROUP

Allegis Group is a **global talent solutions provider** that connects great people with great companies. We believe in the power of every interaction. In every interaction, we strive to identify solutions that help businesses win and careers soar. Since its founding in 1983, Allegis Group has built a reputation both internally and in the marketplace of high character, competitive spirit and an unparalleled commitment to service excellence.

Allegis Group began as a small staffing business to help fill open positions with a temporary workforce. Our founders recognized an opportunity and focused on a vision that lives on today: to build a great company rooted in strong relationships that creates professional and financial opportunities for the people and businesses it serves. Over the years, Allegis Group has evolved, and today, we are a leading, globally-integrated, talent solutions enterprise. Allegis Group provides businesses with a comprehensive suite of talent solutions — with the niche expertise required to ensure a long-term successful partnership. Our network of specialized operating companies focuses on specific verticals, skills, and solutions across a diverse set of industries.

We are in the people business. Connecting the right talent to the right opportunity is our core expertise. After working with us, clients and candidates realize that we know our client organizations, their culture, and what skills a candidate needs to be successful better than anyone else. Our ambition, our commitment to excellence and building relationships, and our belief that what we do is special (and that no one in the world can do it like us) has kept us on top. To take our expertise to the next level, we must continue to strive for excellence through serving others and embody our core philosophy: we will always care more and bring a higher level of intensity, commitment, and competitiveness to everything we do.

We are Allegis Group.



ALLEGIS GROUP OPERATING COMPANIES

Allegis Group provides businesses with a comprehensive suite of talent solutions — with the niche expertise required to ensure a long-term successful partnership. Our network of specialized operating companies focuses on specific verticals, skills and solutions across a diverse set of industries.



Staffing and recruiting services for technical, professional, and industrial positions, as well as managed engineering services via EASi.



Permanent and contingent workforce management solutions, talent advisory services, and integrated talent solutions.



Executive search firm filling C-suite, Board and senior-level executive positions.

ASTON CARTER

Staffing and recruiting services for risk and compliance, operations, business and organizational change, finance, and management consultancy positions.



An online job board and resource for job seekers with disabilities and employers looking to hire in the U.S.



Legal search, recruiting, and flexible workforce services for lawyers and legal professionals.



The proven alternative to outsourced sales, providing customized sales solutions for retail and B2B customers.



IT staffing solutions, IT talent management expertise, as well as managed, project-based, and outsourced IT services via TEKsystems Global Services.

CORE VALUES

While each operating company focuses on specialized areas of talent solutions, together, we share the same foundational values which form the bedrock of our culture.

- > We believe in the importance of **character**. We attract and retain people who commit to high standards and who have the utmost integrity.
- > We pride ourselves on working hard as a team to achieve positive results. Our people demonstrate a relentless **competitive spirit**, and we strive to be the best in all we do.
- > We build deep **relationships** that foster trust and enable us to push people to reach their maximum potential. We value differences and believe they make us a stronger company.
- > We believe in **servicing others**. We use honest and direct feedback to help improve our partnerships. And we expect our people to always do the right thing, prioritizing the greater good above self-centered interests.

PUTTING PEOPLE TO WORK

THROUGH ALLEGIS GROUP EFFORTS IN 2015:



7,500
PEOPLE



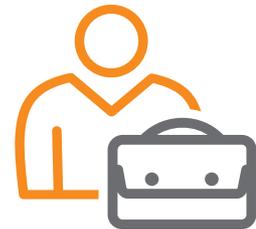
STARTED A NEW
JOB EVERY WEEK



8 MILLION
PAYCHECKS



ISSUED



400,000+
PEOPLE



EMPLOYED

CORPORATE SOCIAL RESPONSIBILITY PROGRAM

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

CSR CORE PILLARS

Community



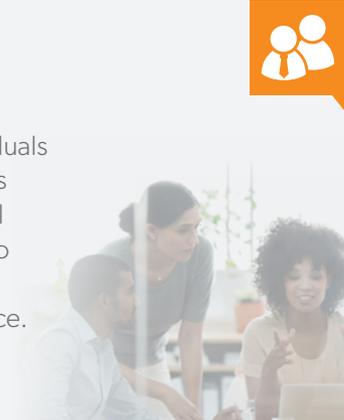
We believe in making a positive impact in communities where we live and work. Community involvement is an important piece of personal development that gives individuals the opportunity to promote awareness and understanding within their community.



People



We connect talented individuals with the world's most successful organizations to shape today's global workforce.



Environment



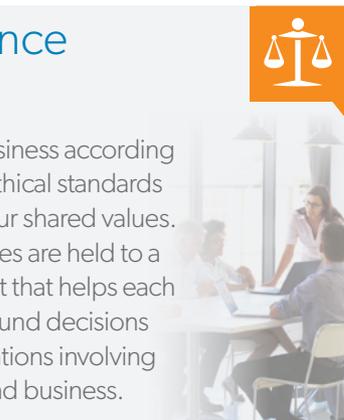
Recognizing that we all have an impact on the environment, we are committed to reducing our impact while educating and empowering our employees to make more environmentally responsible choices.



Governance & Ethics



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



Learn more about our Corporate Social Responsibility program and core pillars throughout this report.



COMMUNITY

We believe in making a positive impact in the communities where we live and work. Community involvement is an important piece of personal development that gives individuals the opportunity to promote awareness and understanding within their community.





COMMUNITY

Across Allegis Group, we partner with several non-profit organizations, providing our employees opportunities to give back. We find it important to build holistic community partnerships by providing a combination of financial support and serving as volunteers and Board members.

This commitment was exemplified when our network of operating companies came together to redefine and strengthen our community strategy. Together, we focused on supporting organizations and causes whose missions align with a few key areas of our business:

- **Education:** providing individuals with life skills to reach their full potential
- **Strengthening the workforce:** career development and access to employment for underserved adults including women, veterans and people with disabilities
- **Employee engagement:** supporting causes that our employees are passionate about



Over the next few pages, see examples of how our employees have rallied together to make a difference in communities around the world.



EDUCATION

ALLEGIS GROUP SUPPORTS FINANCIAL LITERACY AND WORK READINESS



Allegis Group entered into a partnership with

Junior Achievement of Central Maryland, a non-profit organization that inspires and prepares young people to succeed in a rapidly changing, global economy. Junior Achievement's K-12 programs provide relevant, hands-on experiences in financial literacy, work readiness and entrepreneurship. The local organization reaches more than 40,000 students in 12 Maryland counties, each year.

Allegis Group proudly sponsored Junior Achievement's Biz Town, a 10,000 square-foot, life-like city designed to reflect the importance of workplace performance and financial decisions in an authentic economy. Maryland students were able to gain experience as an Allegis Group employee, taking on job responsibilities while learning about teamwork, critical thinking and decision making.

MAJOR, LINDSEY & AFRICA SUPPORTS LAWYERS LEND-A-HAND



Major, Lindsey & Africa's Chicago office helped celebrate the 20th anniversary of Lawyers Lend-a-Hand at the organization's annual Spring

Awards dinner. Lawyers Lend-a-Hand's goal is to have a significant impact on the lives of underprivileged children in Chicago. The organization currently serves approximately 1,000 children through 14 different programs, including Minds Matter.

Minds Matter matches high school sophomores with mentors who help them through their final years in high school, support their efforts in getting into college and provide additional mentorship and support throughout their college years. As leaders in legal search, committed to creating a more diverse industry, Major, Lindsey & Africa is proud to support organizations like Lawyers Lend-a-Hand through which lawyers in the Chicago community can help increase the pipeline of diverse lawyers-to-be.

ALLEGIS GROUP FOUNDATION



Allegis Group Foundation is a central part of our commitment to giving back to the communities in which we work and live. For more than 15 years, the Foundation has helped local communities through our Employee Match Program, which provides financial contributions to support various employee fundraising efforts, and by awarding direct grants to the nonprofit organizations that our operating companies partner with.



STRENGTHENING THE WORKFORCE

TEKSYSTEMS PROVIDES TECHNOLOGY EDUCATION AND JOB TRAINING IN LOCAL COMMUNITIES

TEKsystems aims to support the communities in which we live and work, with a particular focus on partnerships with organizations who are dedicated to the career development and support for teens, adults and veterans and the empowerment of the underprivileged.



TEKsystems formalized its partnership with **Per Scholas**, whose mission is

to break the cycle of poverty by providing technology education, access, training and job placement services for people in underserved communities. Per Scholas offers A+ Certification training to men and women living below the poverty level. TEKsystems' partnership provides funding that allows them to train in six locations across the country. Recruiters and account managers in those markets also facilitate resume building workshops, hold mock interviews and offer general awareness about the IT and staffing industries to the students. Actively partnering to improve the lives of others through IT training and career development is a natural fit for TEK, who looks to expand on this partnership in the future.

“Actively partnering to improve the lives of others through IT training and career development is a natural fit for TEK.”



The growing partnership between TEKsystems and **The Pat Tillman Foundation** supports the advancement

of education and business opportunity for veterans and their spouses. The Pat Tillman Foundation invests in military veterans and their spouses through academic scholarships – building a diverse community of leaders committed to service to others. Scholars selected demonstrate extraordinary academic and leadership potential, a true sense of vocation and a deep commitment to create positive change. With strong ties to the veteran community, TEK not only provides funding towards scholarships, but also participates in a number of activities, including Pat's run wherein employees run side by side with scholars and other veterans in a touching event to commemorate Pat Tillman's legacy.





ALLEGIS GLOBAL SOLUTIONS CONTINUES PARTNERSHIP WITH DRESS FOR SUCCESS



CAREER :: GEAR

Over the last several years, Allegis Global Solutions has partnered with Dress for Success, whose mission is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life. At AGS's 2015 Global Summit hosted in Washington, D.C., employees from across the world packed their suitcases, or brought extra suitcases, full of professional attire and accessories to donate to women in need. AGS men also got involved by donating professional attire for men which was donated to CareerGear, a local organization focused on providing interview clothing and job counseling to men in need. The response this year and at the AGS Global Summit was overwhelming. Moving boxes and wardrobe boxes full of clothes were gathered in just a few short days.

Donations ranged from accessories including watches, bags, ties and belts to shoes, dresses, suits, and brand new dress shirts. AGS's employees rose to the challenge, and look forward to additional partnership opportunities in the future.

MARKETSOURCE DONATES CAREER CLOTHING TO YEAR UP ATLANTA



Last year, MarketSource held the first Clothes for Careers Clothing Drive to benefit Year Up Atlanta. Employees across Alpharetta offices donated more than 1,800 business professional clothing items and accessories to support the Year Up Atlanta students. Year Up's mission is to close the opportunity divide by providing urban young adults with the skills, experience and support that will empower them to reach their potential through professional careers and higher education. The non-profit organization's one-year intensive training and education program provides high school graduates and GED recipients, ages 18-24, with a combination of hands-on technical and professional skills development and corporate internship opportunities.

Throughout the year-long program, Year Up students are required to dress in business professional attire. Eight-five percent of Year Up graduates are employed or attending college full-time within four months of completing the program.

85% of Year Up graduates are **employed or attending college full-time** within four months.



DONATIONS
BOX

DONATIONS
BOX

DONATIONS
BOX



ALLEGIS INDIA PARTNERS WITH ENABLE INDIA TO EMPOWER PERSONS WITH DISABILITIES



Allegis India has partnered with EnAble India, a non-governmental organization that empowers persons with disabilities to live a dignified life. Allegis India and EnAble

India have set up a team at Allegis Group that focuses on disability hiring. As a result, over 80 people with disabilities have been put to work. Proceeds from this initiative are transferred back to EnAble India.

Allegis India is driving other initiatives with EnAble India such as:

- › Interview and resume preparation
- › Aptitude training
- › Employer round table conferences on disability hiring
- › India Inclusion Summit
- › Virtual Job Fair exclusively for people with disabilities

Through a **team at Allegis Group** that focuses on disability hiring, **80+ people with disabilities** have been **hired**.





EMPLOYEE ENGAGEMENT

ALLEGIS GROUP EMEA, STOCKHOLM OFFICE, CHANGES LIVES

In the EMEA Region, each office raises money for their chosen headline charity and volunteers in their local community. In the fall, several employees from the Stockholm office donated money to rent two minivans and drove over 70 refugees to asylum housing based in the city.

In just a few hours, the team helped to change the lives of many people who had been traveling from war-torn countries such as Afghanistan, Iraq and Syria. “As an office, we’re always looking for ways to make a difference,” said Nicklas Carler, senior consultant. “The migrant crisis has affected so many people. We really wanted to help, especially since refugees were arriving at Stockholm’s central station every day.”

“As an office, we’re always looking for ways to make a difference.”

AEROTEK HOSTS INAUGURAL “AEROTEK IN ACTION” VOLUNTEER DAY WITH LOCAL CONTRACTORS



Over 100 Aerotek employees, contractors and their friends and families from seven different offices chose from three different volunteer projects at three different sites throughout the Baltimore and Washington D.C. area. Aerotek employees, contractors, friends and family members came together to participate in the inaugural Aerotek in Action volunteer day. It was an opportunity for internal and contract employees to join together and give

back to the people and communities in which we work and live.

One reason the event was such a resounding success was because of our partnership with Living Classrooms Foundation. The Baltimore-based nonprofit inspires young people to achieve their potential through hands-on education and job training in urban, natural and maritime environments that serve as “living classrooms.”

By dedicating just a few hours of their time to a worthy cause, those who volunteered took it upon themselves to bring positive change to the world. Plus — they had fun and made friends and contacts while doing it!





ALLEGIS GROUP APAC MAKES THE MOST OF VOLUNTEER DAYS

Community support is a key focus for Allegis Group in North and South Asia-Pacific with teams making the most of Volunteer Days to support local charities.

The **Hong Kong** team selects one non-profit organization each year and focuses on fundraising and volunteering activities for that charity. Last year, the team voted to support the Bo Charity Organization, which is dedicated to conserving the environment and caring for underprivileged communities in Hong Kong.

In **Singapore**, team members volunteered to help Willing Hearts, a non-profit charity committed to helping feed the less fortunate. The team also participated in "Dining in the Dark", an initiative to support the Association of the Visually Handicapped.

In **Australia**, teams have supported a range of charities by lending a helping hand to OzHarvest (Australia's largest food rescue organization), The Guide Dog Association (provides trained dogs for the blind), The Exodus Foundation (provide meals for the homeless) and The Reverend Ted Noff's Foundation (supports disaffected youth).





PEOPLE

We connect talented individuals with the world's most successful organizations to shape today's global workforce.





PEOPLE

Each day, Allegis Group’s high performing team connects talented individuals with the world’s most successful organizations to drive today’s global workforce. We believe investing in our people is critical to ensuring an engaged and active workforce that is willing to go above and beyond in serving our clients and contract employees. We offer a variety of technical, interpersonal and leadership development opportunities to help our team members improve their skillsets. We embrace differences, because we know they make our company stronger, and we strive to provide an inclusive work environment where everyone has the opportunity to grow personally, professionally and financially.

PROFESSIONAL DEVELOPMENT

We believe in providing employees and leaders opportunities to grow both personally and professionally. Across all operating companies, we offer a variety of training classes to help employees enhance their technical and interpersonal skills. For example:

At **Aerotek**, extensive training provides each individual the tools and resources, as well as the opportunity, they need to grow within the company and reach their full potential.

IN **2015** AEROTEK CONDUCTED:

275+
.....
in-person
training classes

REACHING

4,000
employees >>>



In addition, Aerotek expanded its **36 instructor-led training classes** to

further career development for people in both regional and corporate locations, including:

- > **Art of Recruiting:** Career development for the professional recruiter
- > **Managers in Transition:** Leadership development for corporate employees
- > **Effective Communications:** Developed specifically for EASi, an Aerotek subsidiary



Allegis Group EMEA provides employees with the skills and tools they need to excel in their role and take advantage of future opportunities. The EMEA region redesigned its existing training courses to further meet the needs of the business which included a number of new courses such as:

- › **Sales 1:** Provides new salespersons the fundamentals of interacting with clients.

› **Building a Team:** Helps leaders develop skills needed to manage a team. Focus areas include balancing individual and team responsibilities, managing performance and encouraging accountability.

DIVERSITY & INCLUSION

Our diversity and inclusion strategy focuses on three critical areas of our business: workforce, workplace and marketplace. We seek qualified talent from diverse backgrounds and foster an inclusive work environment that provides everyone the opportunity to contribute to our company's success. We actively build partnerships with minority – and women-owned businesses and organizations.



At **TEKsystems**, Employee Resource Groups (ERGs)

are instrumental to providing employees with a forum to discuss topics related to diversity and inclusion such as providing feedback to leaders, and actively participating in the promotion of a diverse and inclusive work environment.

ERGs are voluntary, employee-led groups that serve as a resource for members and organizations by fostering a workplace aligned with organizational mission, values, goals, business practices and objectives. ERGs are critical in the company's efforts to hire, promote and retain talent as well as reach out to an increasingly diverse marketplace. Most importantly, ERGs act as internal and external advocates for their organization. Currently, TEK has four sets of established ERGs and one in development:

- › **Women@TEK**
- › **Multicultural ERG (MERG)**
- › **Honor@TEK (Veterans)**
- › **Pride@TEK (LGBT)**
- › **Abilities@TEK**

Within these established categories, TEKsystems is proud to support more than 50 participating ERGs across the United States.

“ERGs are critical in the company's efforts to hire, promote and retain talent.”





At **Allegis Global Solutions**, ALL4 Diversity Councils are focused on driving and executing upon the diversity charter, helping AGS clients achieve their diversity and inclusion goals, and play a crucial role in giving AGS a competitive edge in the marketplace as talent leaders. Last year, AGS furthered its Marketplace goals by establishing a partnership with GettingHired, Inc., an organization dedicated to helping those with disabilities find gainful employment. GettingHired, Inc. joined AGS under the Total Talent Solutions suite of offerings, and will support AGS's efforts in reducing the employment gap for individuals with disabilities by connecting them to inclusive employers who are looking to diversify their workforce. AGS also hired a dedicated manager-level resource to engage with Recruitment Process Outsourcing clients to manage their diversity recruitment needs, as well as to develop a Diversity Recruitment Center of Excellence.



In 2015, **MarketSource** was selected out of 3,000+ Georgia-based companies as a **Business Champion of Diversity Excellence**.

This honor was awarded by the Technology Association of Georgia and is presented annually to companies who demonstrate exceptional efforts to advance diversity and inclusion in the workplace. To receive this award, MarketSource demonstrated its diversity and inclusion efforts significantly improve employee morale, community stakeholder relationships, revenues, profitability and/or operating efficiencies.

MarketSource was selected out of 3,000+ Georgia-based companies as a Business Champion of Diversity Excellence.





EMPLOYEE FEEDBACK & RECOGNITION

We believe our employees are the biggest asset to Allegis Group. Keeping our employees engaged, recognizing their hard work and encouraging their feedback are keys to our company's growth and continued success.



2015
**best
IN APAC**
AWARDS

Allegis Group Asia-Pacific launched the “**Best in APAC**” Awards to recognize employees for making a real difference for their colleagues, clients and candidates. Employees have been recognized for a range of achievements, such as creating cross-selling

opportunities, winning new business, supporting their colleague's professional development and demonstrating Allegis Group's core values. Anyone may nominate a colleague for a “Best in APAC” Award and winners are chosen by the leadership team in each office. Hundreds of nominations are submitted each quarter - all great examples of a strong culture to support each other and our customers.

Hundreds of nominations (for the “Best In APAC” Award) are submitted each quarter - all great examples of a strong culture to support each other and our customers.



Major Lindsey and Africa (MLA) partnered with a leading global professional services company to assist in conducting a corporate-wide employee engagement survey. Through this process, MLA assessed the level of engagement, job satisfaction, and confidence in the organization and its leaders. MLA and its subsidiary, Allegis Partners, have an 89 percent engagement level which is:

MAJOR,
LINDSEY
& AFRICA®

6
POINTS

**above the
national
average**

4
POINTS

**above the Global
Professional Services
average**

2
POINTS

**above the U.S.
High Performing
Companies
average**

The results of the survey are used to determine company action plans and priorities across the practice groups.



ENVIRONMENT

Recognizing that we all have an impact on the environment, we are committed to reducing our impact while educating and empowering our employees to make more environmentally responsible choices.





ENVIRONMENT

Allegis Group remains committed to engaging our employees in environmental initiatives. Throughout the year, we sustained many of our “green” efforts, while expanding earth-friendly events at our corporate campus in Hanover, Maryland.

RECYCLING & WASTE MANAGEMENT

Allegis Group regularly partners with a certified document destruction company to shred and recycle confidential documents at our corporate campus. In 2015, employees recycled nearly 1,000,000 pounds of shredded documents, which is the equivalent to saving over 11,600 trees.


11,600
TREES
SAVED

In addition, our single-stream recycling program allows employees to recycle aluminum, glass, paper and plastic through a single collection and processing system. These recycling efforts conserved an equivalent of 1,549 mature trees.

Lastly, every new employee receives a mug and drinking glass as part of the new hire process. This has reduced our company’s landfill waste by minimizing the number of plastic cups used.

ASSET DISPOSITION

We partner with a third party vendor to standardize our IT asset security and disposition process to ensure that outdated electronics are disposed of in an environmentally friendly manner through a vigorous recycling and remarketing program. Our focus on environmental stewardship and partnership with Arrow Electronics eliminated nearly 29,000 pounds of waste from entering landfills. This is equivalent to the power consumption of 131 homes in a year.


29,000
POUNDS OF
LANDFILL WASTE
ELIMINATED



EVENTS

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



Allegis Group held its first personal **Asset Disposition Day** in partnership with Arrow Electronics. The campus-wide event provided employees with an opportunity to recycle old household electronics and prevent electronic waste from entering the landfill. Employees recycled items such as TVs, computers, laptops and cameras. Our trusted IT asset disposition partner used a rigorous process to ensure data was safely removed and electronic items were properly disposed.

After documents are shredded, they are recycled, making this effort not only good for our people, but good for the environment.





GOVERNANCE & ETHICS

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





GOVERNANCE & ETHICS

Allegis Group conducts business around the world according to the highest ethical standards and based on our shared values. Every day, we decide how we will conduct business. What we decide ultimately drives growth, success and progress in ourselves, our customers, our contract employees and our organization. How we decide to act drives perception of who Allegis Group is and what type of company we are building – now and for the future. Allegis Group provides relevant policies, procedures and training opportunities to consistently reinforce our high standards.

GLOBAL CODE OF CONDUCT

The **Global Code of Conduct** provides internal employees worldwide with practical guidance on proper behavior in many situations in which ethical issues may arise. All new employees complete our Global Code of Conduct training upon hire and, current employees complete the training on a bi-annual basis.

We further demonstrated our commitment to ethics by updating the Global Code of Conduct in 8 languages:



English



Traditional
French



French
Canadian



Mandarin
Chinese



Latin American
Spanish



Swedish



Dutch



German



COMPLIANCE CORNER

Compliance Corner is a monthly, ethics column posted on our internal website for employees. Through short articles and videos, Compliance Corner illustrates ethical questions employees may encounter and provides tips on how to handle various situations ethically. Topics have included *Harassment in the Workplace*, *Signing Contracts*, *Receiving and Giving Gifts*, *Choosing Business Partners* and more.

GLOBAL ETHICS HOTLINE

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



BUSINESS PARTNER VETTING TOOL

A new, online vetting tool helps to ensure we partner only with businesses that share our ethical values. The vetting tool requires internal partners and the potential business partner to submit the business's background information for review. Our Ethics, Compliance and Risk Management team reviews the information and screens it against a database that searches for sanctions and adverse media to evaluate risks before entering into a new partnership. As we continue to expand our global reach, this vetting tool will further support our commitment to ensure compliance with various international regulations.





EMPLOYMENT PRACTICES GOVERNANCE



We provide customers with a high level of training, education and project management around U.S. federal, state and local employment laws by tracking newly passed legislation and evaluating how those laws impact our business. Our Employment Practices committee is made up of Legal and Human Resource leaders across operating companies. They work together to ensure our company maintains compliance with current and new employment laws such as sick leave and wage and hour regulations.

BUSINESS CONTINUITY MANAGEMENT / DISASTER RECOVERY



Our Business Continuity Management Committee, made up of leaders across our operating companies, meets on a quarterly basis. The committee partnered with an outside consultant to conduct a Business Impact Analysis for Allegis Group's operations in the Americas and our Information Services operations around the world. The analysis helped us to identify areas for improvement and provided actionable recommendations to further ensure we're able to continue business in extreme circumstances.

Corporate Social Responsibility 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 Allegis Group.

ALLEGIS
GROUP

ALLEGIS
GLOBAL SOLUTIONS™

Aerotek

MAJOR,
LINDSEY
& AFRICA®

TEKsystems

ALLEGIS
PARTNERS

ASTON CARTER

**GETTING
HIRED**

MARKETSOURCE

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