

KFORCE®



CSR Impact Report

2020



Empowering People Through Knowledge Sharing®

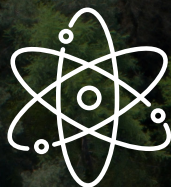
Kforce has long been a benevolent organization, with our employees giving their time, talents and treasure. Last year, we took things a step further. We challenged the firm to develop and implement a corporate social responsibility (CSR) strategy to help make a lasting, positive impact in our communities.

We have proven that Kforce can do well by doing good. Our CSR strategy was built upon our stewardship pillars, established guidelines and guardrails, designed policies and procedures and measurable impact.

We're Moving Forward

16,500 & cards

were saved in 2020 by Kforce
opting for digital holiday cards



1,100+
STEM Fair
registrants

\$10,200

raised for Best Buddies
during the virtual Best
Buddies Friendship Walk



Made our **1st** placement
from the Best Buddies Job Program

1,273
TOTAL

HOURS
VOLUNTEERED

\$25,797
TOTAL

DONATIONS
BY EMPLOYEES

Kforce donated

\$45,000



to St. Peter Claver Catholic
School to cover tuition for
10 students for the
2020-2021 school year

\$302,230

raised for the American Heart
Association through the 2020
Heart Walk Digital Experience

Kforce contributed
413 walkers on 19 teams



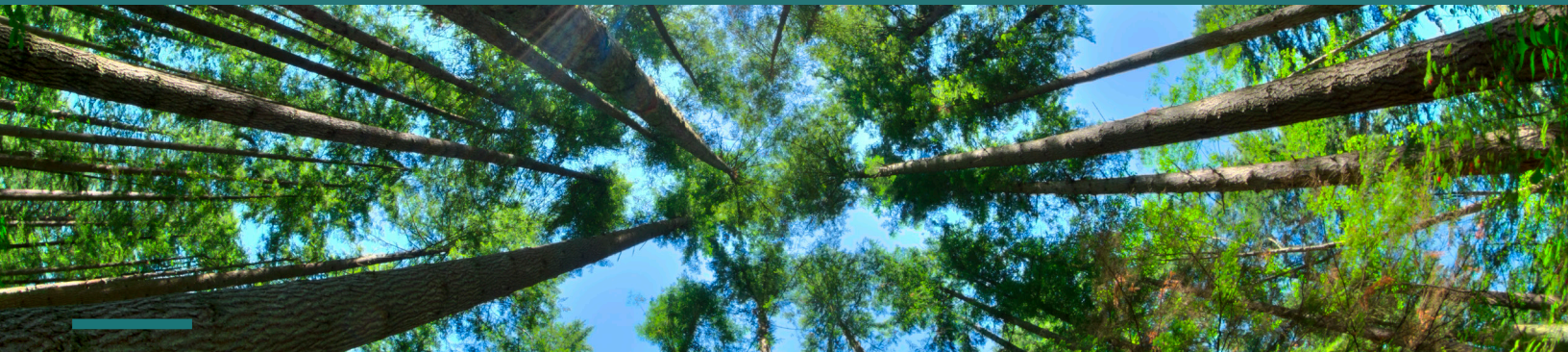
Backpacks collected and
distributed through our
annual backpack drive

\$121,753



raised for the Best Buddies
Champion of the Year Gala

Environment



Our Commitment to Going Green

Here at Kforce, we recognize the importance of being an eco-conscious corporation for our society, our business and our people. We are dedicated to mitigating our carbon footprint and continuously seek ways to operate more sustainably.

By being mindful of our impact and seizing every opportunity to be eco-friendly, we've made significant strides in meeting our Stewardship & Community goals as they pertain to the environment.



Tampa Recycling

Reinvigorated Tampa recycling program with deskside recycling bins, therefore conserving energy, reducing air and water pollution, reducing greenhouse gases and conserving natural resources

Removed Styrofoam from all offices firmwide and reduced consumption of single-use plastics, resulting in more than \$30,000 annual savings

Transitioned to digital holiday cards, saving the resources required to print, deliver and dispose of 16,500 cards and envelopes



HQ ENERGY STAR Certification

Earned ENERGY STAR® certification, celebrating our Tampa office's performance in the top 25% of buildings nationwide

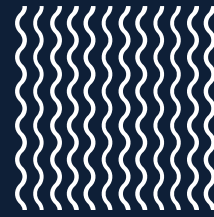


Earth Day Celebration

Encouraged employees to celebrate Earth Day 2020 at home by practicing reduce, reuse and recycle habits

Suggested do-it-yourself celebrations, such as repurposing glass bottles as lamps, making a clothesline and cultivating an at-home fruit and vegetable garden

Community Engagement



To Have a Meaningful Impact on All the Lives We Serve®



Best Buddies International, providing career planning for a diverse population

Established 1:1 mentors at HQ, pairing Kforce staff with Best Buddies

Participated in the Best Buddies Friendship Walk and annual leadership conference

Kforce CMO led committee for annual Champion of the Year Gala, raising funds and awareness for those with intellectual and developmental disabilities

Kforce team named top fundraiser for Tampa Champion of the Year, raising \$25,000.

Hosted a leadership training day focused on job readiness skills

Kforce was the first community partner to hire and onboard a Best Buddies participant through the Best Buddies Job Program



Feeding America through Feeding Tampa Bay, serving the highest needs during the pandemic

Created a national partnership with Feeding America to provide necessary food and assistance for those in need

Packed 8,211 meals as part of Feeding Tampa Bay's virtual food drive

Giving back to the community has always been a part of life at Kforce. Our Stewardship and Community Committee (SCC) was organized in 2008 to make it easier for our Kforce family to help those people and communities in need. Backed by the SCC, our employees have a direct platform where they can speak up about the causes they are most passionate about while inspiring others to get involved.

"Being a non-profit in a pandemic has been no easy feat, however, I can say with complete sincerity that Kforce was a driving force that lifted us and helped us keep our mission alive. I don't know how we would have made it through 2020 without the generosity, kindness and dedication that the Kforce family has graciously given us."

*Morgan Heartsfield,
Deputy Director, Development
at Best Buddies International*

Community Engagement *Cont.*



Junior Achievement, providing financial literacy and career planning for youth

Partnered together to empower young people as they learn about careers paths

Sponsored the Junior Achievement Inspire Career Center, with a focus on STEM careers



Special Operations Warrior Foundation, supporting surviving children of Special Operations Forces with education resources and career planning

Formed a partnership based on shared values of lasting personal relationships and holistic education *from cradle to career*

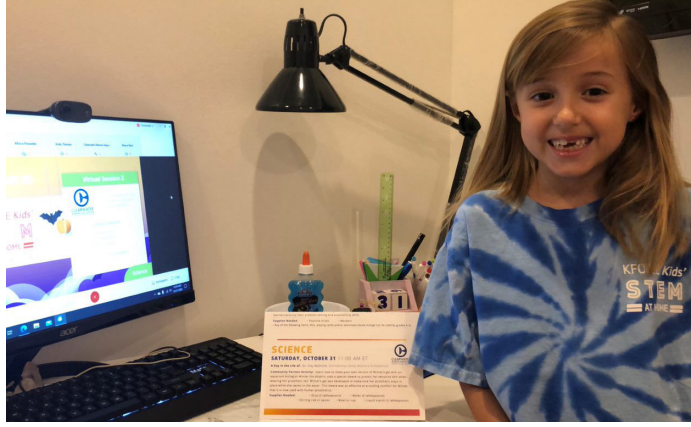


American Heart Association

Raised \$302,230 during the 2020 Heart Walk Digital Experience

Fielded 19 teams with 413 walkers to help fund research, policy change and community initiatives

Kforce Kids' STEM



CREATING A FUTURE OF INNOVATORS

Hosted Kforce Kids' STEM Fair in South Florida with 350 registrants

Hosted four virtual Kforce Kids' STEM At Home events with 1,100 registrants nationwide



Diversity, Equity & Inclusion



Ensuring There's a Seat at the Table and a Platform for Every Voice

Kforce is committed to fostering diversity, equity and inclusion (DE&I) within our organization, with our partners and within our communities. In 2020, our firm solidified our commitment to DE&I principles by expanding committee members across the organization. The committee oversees career development, mentorship programs, firmwide training, diversity-focused stewardship, supplier diversity and talent acquisition strategies.

OUR 2020 SUCCESSES

- Appointed DE&I leader, Don Harvey as DE&I SVP
- Initiated a third-party analysis
- Achieved top D&I Glassdoor rating within our peer group
- Celebrated employee diversity: MLK Day, Black History Month, International Women's Day, Juneteenth, Hispanic Heritage Month, Veterans Day, Women's History Month

Women Positioning Statement

Our overall percentage of women in the firm is in the top quartile of industry benchmarks, Women in VP and above roles also exceed benchmarks. Though these metrics have improved, there are areas within the firm where we plan to improve the pipeline and retention for this trend to continue.

People of Color Positioning Statement

Our overall people of color population is in line with industry benchmarks, and this metric has improved in recent years. Despite this, the Firm is taking steps to add more diversity throughout the organization. We can achieve this with our ongoing commitment to identify and develop those best qualified for the role through diversification of our pipeline, unconscious bias training, sponsorship and mentor programs.

Everything that's important takes time. It takes effort.

It takes a foundation to build on—and that does not come simply, but at the end of the day, it is strong.

Don Harvey, DE&I SVP



We Love What We Do. We Love Who We Serve.®

As we progress through 2021, we're proud to recognize the impact our firm has already had with our employees, partners and within our communities. Our passion to help others, our dedication to our stewardship pillars and our drive to do good have helped us make a lasting impact on all the lives we serve.

We have made it our longstanding commitment to give back to our communities, foster an inclusive workplace, protect the environment and maintain strong corporate governance—and will continue to do so in 2021. By building on the foundation of our established CSR efforts, we've outlined several initiatives for us to work toward this year so we can empower people at all stages of life and make a difference in our communities.

In 2021, we are committed to:

- Strengthening partnerships with both our corporate-sponsored and local charities, ensuring our employees feel empowered to donate their time and efforts to organizations making an outstanding impact
- Expanding registration for our annual Kforce Kids' STEM Fair, encouraging children of all backgrounds to explore future careers in science, technology, engineering and math
- Further fostering a best-in-class DE&I talent acquisition strategy to ensure our partners receive a diverse pool of top talent
- Continuing to develop our internal mentorship program, enabling our firm to further foster equity and inclusion through all roles at Kforce
- Tracking and maintaining our environmental and economic impact through green house gas measurement and continue to focus on lessening our impact on the environment

To learn more about our CSR efforts and 2021 initiatives, please visit:

<https://www.kforce.com/about/kforce-corporate-social-responsibility/>

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