



# 2021 IMPACT REPORT

*Corporate Social Responsibility*



# LETTER FROM THE PRESIDENT & CEO

Our corporate social responsibility efforts are driven by one singular focus: Empowering People Through Knowledge Sharing®. This mission guides us as we give back to our communities, foster an inclusive workplace, protect the environment and maintain strong corporate governance.

In 2021, as our firm completed our second year of working remotely, we stayed focused on our desire to positively impact the lives of others. We continued to shape and expand our diversity, equity and inclusion initiatives while supporting our communities through our three stewardship pillars of education, human services and community development. Each of these efforts advances our commitment to educating the next generation of innovators.

The year was also one of transformative change as our firm reimagined and advanced everything from our work model and core values to our talent attraction and retention strategies. We defined our commitment to a hybrid environment with the announcement of our office-occasional work model and our new hybrid headquarters in Tampa. We refreshed our brand and core values to reflect this modern era of work, along with our focus on technology, solutions, innovation and life-work balance. And we channeled all these elements into a cohesive talent retention strategy, rooted in our culture of flexibility and choice empowered by trust and technology.

Kforce is eager to build upon this momentum in 2022 and beyond. We look forward to expanding our diversity, equity and inclusion (DE&I) Learning Journey with inclusive leadership training, firmwide listening sessions and other engaging programs. Our recently formed DE&I Council will provide accountability for governance and oversight. And we will further develop our supplier diversity initiatives and expand our network of professionals to ensure we are actively pursuing the relationships that will strengthen us and all with whom we do business.

There is no finish line for this journey. We promise to keep serving as stewards of the community, reimagining how work gets done and investing in an inclusive workforce for all. I am proud of what we accomplished in 2021, but I am even more excited for the opportunities before us. Together, let's keep shaping a world in which we all want to live.

**Joe Liberatore**  
**Kforce President & CEO**



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# Core Values

**Our core values are the foundation of everything we do. They drive our culture, our stewardship and our desire to make a positive impact on the world. And they serve as a declaration of how we treat each other and everyone with whom we interact.**

Because they are so integral to who we are and the decisions we make, we recognized it was time to refresh our core values to align with our rapidly changing world and our evolution as a firm. This was a firmwide effort, with much of the language coming directly from our people. It's important to note that these aren't new concepts; they're already rooted deep within our culture. But now, they more accurately represent our dynamic work environment, our shared vision and our dedication to creating positive change.



**Our values unite us.**

**They make us better people and partners.**

**They guide us as we navigate an ever-evolving world.**

**Together, let's do great things.**





## INTEGRITY

### **Act with intention. Keep promises. Take responsibility.**

Our founders established a culture of integrity, respect and trust. We foster this within ourselves, but we also hold each other accountable: to be deliberate and thoughtful with our actions; to approach everything with a servant's heart; to honor our partnerships; and to do the right thing, no matter who's watching.



## EXCELLENCE

### **Embrace competition. Succeed together. Go for the win.**

We're passionate about providing exceptional results. We're unapologetic in our desire to make a meaningful impact. But we also know the importance of balancing high expectations with empathy. Our greatest success comes when we empower each other to be our best.



## COMPASSION

### **Respect others. Nurture relationships. Spread kindness.**

People are the heart of our business. We bring empathy and care into every moment, believing even the smallest gesture can make a difference in someone's day. Let's share that love in all we do and with everyone we serve.



## UNITY

### **Encourage collaboration. Support each other. Pursue a shared vision.**

We are dedicated to helping each other achieve our shared goals. Each of us contributes our unique perspective and expertise to drive the team forward. Our purpose and mission unite us. Together, we're able to overcome obstacles that seem insurmountable on our own.



## ADAPTABILITY

### **Champion innovation. Stay curious. Consider the uncommon.**

Each of us is motivated by a desire to learn and explore. We're eager to expand our minds and challenge the status quo. Our people show a remarkable ability to recognize when change is needed and to adjust in real time. When we embrace change, we free ourselves to discover the next idea.



## COURAGE

### **Dare to fail. Speak openly. Dream big.**

We relish the bold. We believe in facing obstacles head on, even the ones that scare us. We also know that courage comes in many forms: trying new approaches, sharing honestly and being our authentic selves. None of this is possible without trust and support. We've got you.



## FUN

### **Be yourself. Laugh often. Enjoy the journey.**

We love what we do. Passion, humor and stewardship are the vital parts of our culture. We know when we put our heart into our work, the results rise to a whole new level. Our joy shines through. Each day is an opportunity to be a light to others.







# Diversity, Equity and Inclusion (DE&I)

## Establishing our Mission and Commitments

Ongoing progress in DE&I requires us to clearly articulate our goals and principles. We defined our DE&I commitments to match our strategic approach and guide our progress. The updates we share throughout this report showcase the actions we are taking to drive growth within each of these areas.

## MISSION STATEMENT

Advocate for and support the inclusion, growth and success of all people connected to Kforce.



# Commitments



## Create and nurture an inclusive culture

Listening and learning are the first steps to creating a strong, inclusive culture. Everything starts with our people. We are committed to learning from the thoughts, experiences and perspectives that shape each other. By sharing openly and embracing our differences, we create a more supportive culture where we all can thrive.



## Ensure an equitable talent journey for all

Diversity in hiring and building our team is essential, but we must go beyond that, ensuring an equitable talent journey for all. We provide the tools, relationships and trainings essential to guiding and elevating each person's development. We also help individuals find the roles best suited to their unique skills and talents, support them in pursuing their specific goals and advocate for each other throughout the process.



## Establish policies that support our people

It's one thing to dream; it's another to act. Our policies and procedures are what guide systemic change. It is essential that we solicit and incorporate feedback so we can take our DE&I efforts from paper to practice. We are committed to revising our policies to reflect the values we promote and creating mechanisms to hold us accountable.



## Build and strengthen partnerships

Our commitments go beyond our internal actions, culture and hiring. The relationships we invest in are equally important. We are committed to increasing our supplier diversity spend and deepening our partnerships with minority-owned businesses and other organizations that share our values. Together, we can grow in perspective, innovation and opportunity as we build an inclusive and more equitable workforce.



## Pursue ongoing education and training

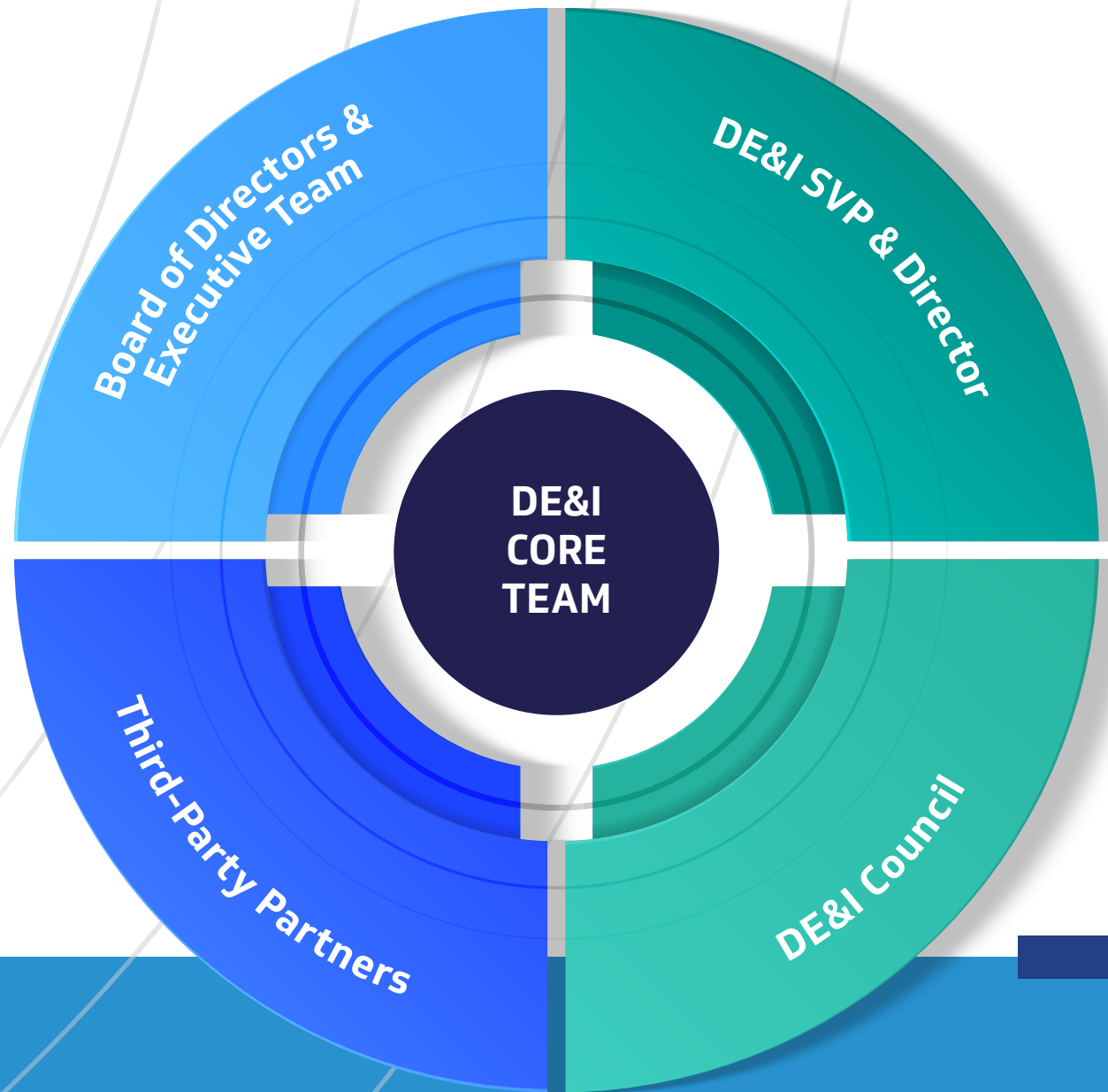
Our learning journey is never complete. We must make a habit of seeking opportunities to grow and improve. We will arm our people with the tools and training they need to challenge themselves to be better. This is true for all of us, regardless of status, tenure or leadership level.



# BUILDING A SOLID FOUNDATION

Our continued progress with our DE&I efforts is driven, and supported by, our board of directors and executive management teams. Their strategic direction guides the activities of our DE&I core team. We took great care throughout 2021 to make sure the right people and partnerships were in place to help enact significant change.

This includes increased representation on our [board of directors](#), our addition of a [DE&I director](#) to work in partnership with our [DE&I senior vice president](#), the formation of our [DE&I Council](#) and our partnership with [third-party experts](#). It all creates a powerful ecosystem where progress can thrive.

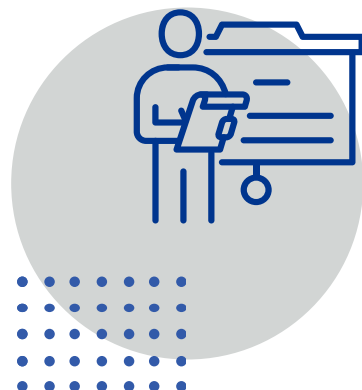






## Board Representation

Our board impresses upon the organization the need to drive diversity, equity and inclusion across the organization. We have taken steps to further diversify our board, which is now comprised of 40% diverse members in terms of gender and race. This is a significant improvement over the last few years. We also have increased the frequency in which we update the board on environment, social and government matters. This includes quarterly updates and ongoing educational sessions, such as a board session we conducted in April 2021 that was facilitated by several leading ESG experts.



## Third-Party Expertise

### Analyzed workforce data and built out strategy

We partnered with PwC to provide an analysis of our employee demographics, promotions and turnover rates. PwC reviewed employee surveys, talent management processes and workforce data (including location, tenure, demographic groups and level within the organization) to identify trends within hiring, promotions and retention. The goal of this partnership and analysis is to allow us to identify any barriers to equity that may be within Kforce.

**In 2021 we improved our overall percentage of women in the firm, which was already in the top quartile of industry benchmarks.**

**Hiring percentages for women and people of color increased year over year.**

**Leadership totals and percentages for women and people of color also increased throughout the past year.**

### Conducted a firmwide pay equity study

In Q2 2021, we partnered with third-party experts to conduct and complete a pay equity study within the firm. The study found no areas of concern.



# Department Leadership

**In August 2021, Kforce expanded its DE&I department to include a director to work alongside our senior vice president. The addition of this position marked an increased investment in this critical space and added another expert voice to help us make lasting change.**

Kforce is committed to further fostering equity and inclusion for all people with whom we interact. By expanding our DE&I department and empowering leaders and team members to create change, we will continue to build a place where everyone can succeed.

But the work doesn't stop within the department. Our entire company is dedicated to driving these initiatives forward. The DE&I department is part of our talent function, which interacts with various arms of the employee experience, including human resources, organizational development and employee experience management for ongoing feedback.



**Don Harvey**  
DE&I SVP

*"I love Kforce and the people in it," Don said. "Our DE&I journey will help our Kforce family be the best we can be, and, in turn, help the world."*

Don is laser-focused on identifying the programs and partnerships that will help Kforce achieve our DE&I mission while holding us accountable to implementing these plans and making measurable progress. He keeps a human-first approach at the forefront of every interaction and decision.



**Audra Woods**  
DE&I Director

*"The passion I have for Kforce and the community is what drives me," Audra said. "I feel like I can be my most authentic self at Kforce. My goal is for everyone to feel the same."*

Audra is focused on driving DE&I growth and evolution for Kforce. She is dedicated to bridging gaps and eliminating barriers to create an equitable and safe work environment for all. She continuously finds ways to nurture a culture of belonging.



## DE&I Workstreams

Kforce instituted workstreams to focus on pipeline diversification, education, mentorship, advocacy and supplier diversity throughout 2021. These working groups were comprised of people from all levels of the firm, representing a variety of roles, tenure and life perspective. The critical work they did, coupled with the expert insight from our third-party partners, led to the creation of our DE&I Council.



## DE&I Council

The formation of our DE&I Council is a significant step in our ongoing efforts to advocate for and support the inclusion, growth and success of all people connected to Kforce. The anonymous application process was an opportunity to hear the voices, desires and concerns of people within Kforce. After appointing 11 members, we're eager to see the valuable insight they'll contribute going forward.

### Through empathy, listening and thoughtful programming, this group will:

**Gather and share** best practices in partnership with executives, senior leaders and subject matter experts

**Grow an inclusive culture** of belonging

**Provide accountability** and diversity of thought for governance and oversight

**Carry out activities** to accomplish our broader DE&I goals

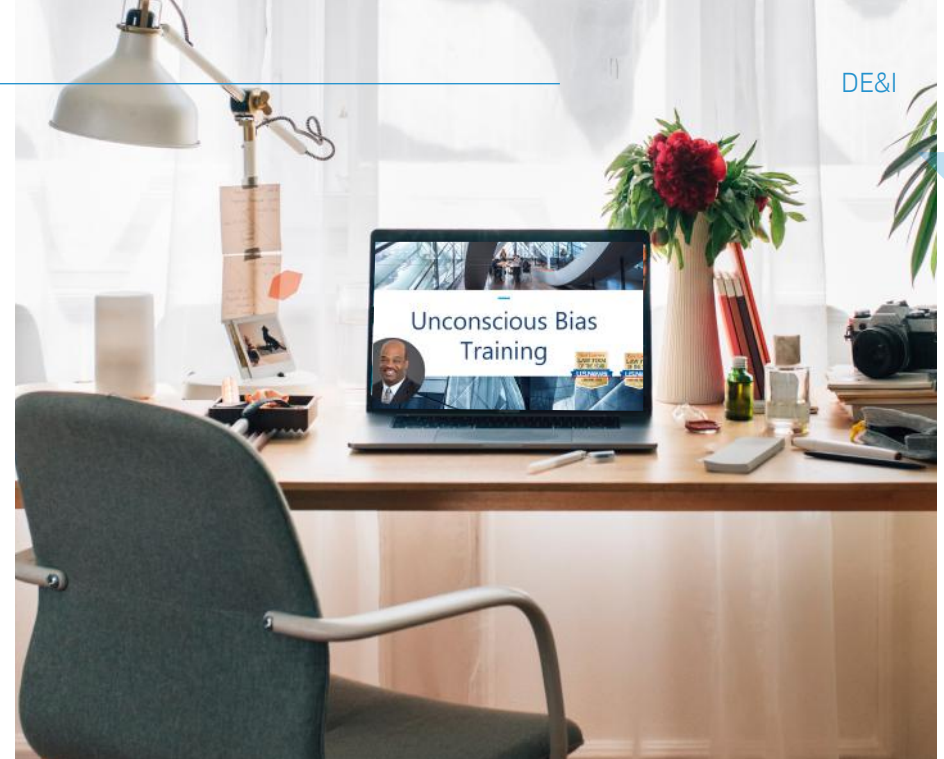
**Support client strategies** and opportunities

**Evolve into a sustainable,** credible and trusted DE&I function



# Cultivating a People-First Organization

2021 was the year in which we formalized several of our DE&I initiatives, creating structure for our efforts and communicating consistently with our people.



## Embraced DE&I Conversations

- Developed firmwide messaging for consistent understanding and communication on important DE&I topics
- Completed 29 internal road show sessions to provide awareness to the firm's DE&I commitments, conducted throughout the entire firm in a cascaded manner
- Trained all leaders and associates on how to share best practices with partners and educate them about discriminatory requests
- Implemented messaging across Kforce.com, social pages, proposal services and create-your-own presentations





## Launched a Firmwide DE&I Learning Journey

The launch of our DE&I Learning Journey united us as a firm and provided the opportunity to engage with meaningful topics such as unconscious bias and emotional intelligence. We partnered with a third-party expert to lead these initial sessions.

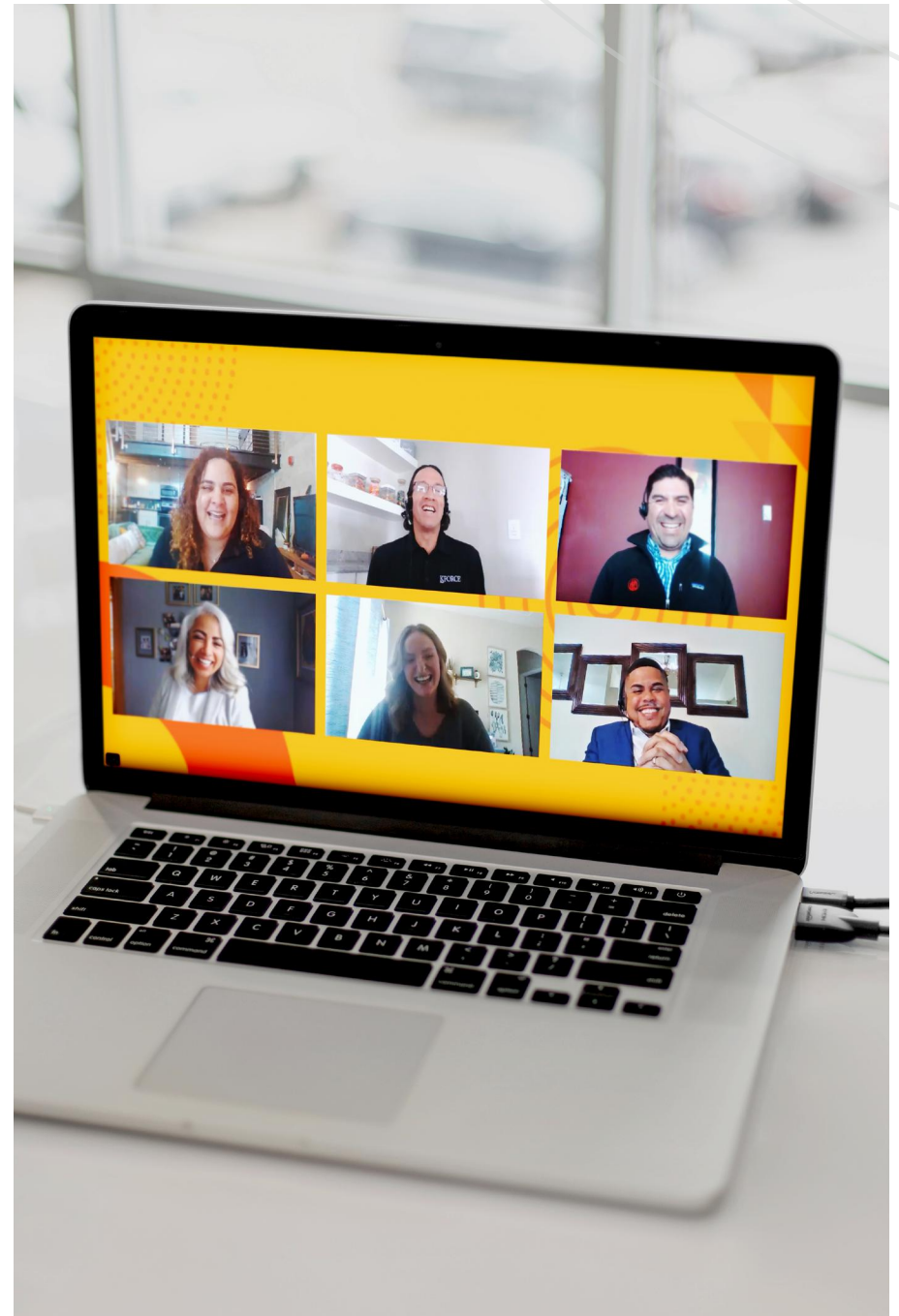
- 93% of our employees participated in these optional sessions, which were offered over a three-month period.
- These programs are offered on an ongoing basis for new hires, and a training resource library is available to the entire firm.
- Moving forward, our learning journey will include other key programs to help us grow, including inclusive leadership training and listening sessions.

There is no finish line for this journey. Our education is never complete. Instead, we promise to keep seeking opportunities for growth. We will arm our people with the tools and training they need to challenge themselves to be better.

## Increased Recognition of Cultural Heritage Celebrations

We love celebrating and learning from the rich and varied cultures within Kforce. We recognize each of these observances in a variety of ways, including a firmwide kickoff email, a webcast with Kforcers and experts and featured stories from our people.

Our celebrations include Martin Luther King Jr. Day, Black History Month, Women's History Month, International Women's Day, Asian American & Pacific Islander (AAPI) Heritage Month, Juneteenth, Hispanic Heritage Month and Veterans Day.



## Increasing Diversity Within Our Firm and With Our Partners

As a staffing and solutions firm, we help job seekers find meaningful work and our clients discover innovative business solutions. Matching companies with top talent is what we do, and people are the heart of our business.

### Expanded our network of diverse professionals

We're always expanding our network of professionals and are dedicated to ensuring a diverse and inclusive partnership with our clients and candidates. Our talent acquisition strategy is robust and casts a wide net—connecting with talent through a variety of channels, including aggregators, networking groups, niche job boards and colleges and universities.



## **Added an additional aggregator, Broadbean's diversity network, to our existing pool of partners**

By partnering with Broadbean, we expanded the reach of our job postings to more than 2,500 job centers within a 25-mile radius of the posted job's zip code and more than 5,000 community-based diversity organizations, including the top 75 Historically Black Colleges and Universities (HBCUs).

## **Created a digital canvassing hashtag library and social media plan**

We've found many of today's top candidates often look for new opportunities in one or two places on the internet or within their existing network. That's why we've expanded our social media plan and hashtag library to be more diverse and inclusive—taking a data-backed and innovative approach when reaching out to potential job seekers and partners.

## **Initiated geo-based outreach to alumni from historically diverse schools**

As a people-first firm, we understand the importance of connecting with candidates outside our existing sphere. That's why we've implemented a geo-based outreach campaign to encourage professionals from historically diverse schools to explore opportunities with Kforce, paving the way for knowledge sharing and extended impact.

## **Continued and developed additional partnerships with diverse organizations and niche job boards**

We are proud of the relationships we have built and deepened with organizations like Hispanic Alliance for Career Enhancement (HACE), Prospanica, Women Who Code (WWC), Women in Technology International (WITI), Spectrum Careers, Blacks in Technology (BIT) and National Society of Professional Engineers (NSPE) in 2021.



## Elevated our supplier diversity program

Establishing trusting and long-lasting relationships is the heart of what we do. We recognize the strength of our diverse partners and how they complement our own qualities. Together, we can grow in perspective, innovation and opportunity as we build an inclusive and more equitable workforce.

This knowledge drives us to continually invest in and expand our supplier diversity program. In 2021, we upgraded our program by implementing a centralized structure and comprehensive strategy. This included a phased approach to diversify and certify our supplier base and increase our spend.

### Elements of this program include:

**Partnered with PwC** to help inform strategy

**Formalized a supplier diversity mentorship relationship** to help guide our strategy moving forward

**Became a corporate member with the National Minority Supplier Development Council** (NMSDC), which brings together certified minority business enterprises and corporations to address the growing need for supplier diversity

**Formalized our outreach** to reach a wider net of diverse suppliers and direct vendors

**Provided partners with educational materials** and mentorship on how to get their diverse-owned business certified





## Supplier diversity results over the past four quarters

Since we put these measures in place, we have seen the following increases with our direct diverse supplier program:

**Consultant headcount up 137%**

**Estimated spend up 139%**

**Vendor count up 224%**

**As a result of these increases, more than 30% of our overall direct spend is with certified diverse-owned businesses.**

To further enhance this effort in Q4 of 2021, we expanded our vendor outreach program to identify and help certify specific diverse-owned businesses, including women-owned, Black-owned and Latinx-owned businesses.

The above is not a comprehensive list of our expanded partnerships, evolved talent acquisition strategy and hiring commitments for 2021. To learn more, we invite you to visit our [DE&I Corporate Social Responsibility page](#).





# Environment

## Prioritizing Our Planet

We strive to not only decrease our carbon footprint, but to neutralize it completely. From being conscious of the space and resources our business utilizes to ensuring our employees and partners have the support needed to pursue their own sustainability journeys, we're advocating for the environment every day.

One major goal Kforce committed to in 2021 was partnering with a third-party vendor to help provide a comprehensive analysis on Environmental, Social and Governance (ESG), as well as provide the tools required to track our greenhouse gas (GHG) emissions. By becoming more aware of where our firm stands in relation to common benchmarks, we will be better prepared to prioritize our planet in future business decisions.



With the majority of our workforce working remotely since March of 2020, the implementation of our office-occasional work model and limiting of all nonessential travel, our real estate experts recognized an opportunity to

decrease our ecological footprint by decreasing our corporate space indefinitely. Nationwide, Kforce has reduced the number of physical offices (leased and owned) from 51 to 36 leased offices and will continue to reassess the need

for corporate real estate as lease contracts for existing spaces continue to expire. Currently, we expect to reduce our real estate footprint by 60% to 70% from pre-pandemic levels over the next few years.



Most notably, we sold our 130,000 sq. ft. Ybor City office space and have signed a 10-year lease with a multiuse development space in Midtown Tampa. At 22,000 sq. ft., Kforce's new headquarters is almost one-sixth the size of our prior space and will save considerable amounts of energy and resources in the years to come.

By ensuring our employees view corporate offices as collaborative spaces rather than spaces to complete individual tasks, our office-occasional model will continue to reduce the environmental impact of employees' commutes and the consumption of energy post-pandemic while protecting our employees' well-being as we navigate the current climate.

### Other notable milestones include:

Partnered with COO of ENGIE Impact, Paige Janson, to host an Earth Day webcast to deliver Earth-friendly habits and ways we can all work to reduce our individual carbon footprint

Offered digital holiday cards and repromoted existing stock to help our employees end the year sustainably by saving the resources required to print, deliver and dispose of traditional cardstock cards







# Governance





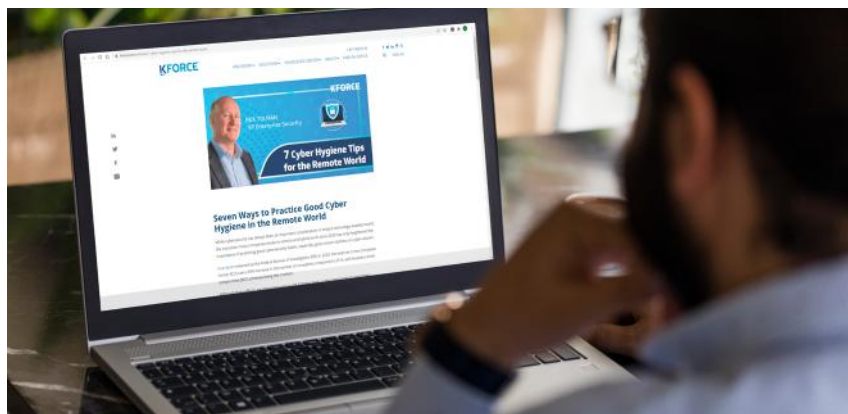
## Evolving Our Business Through Values and Ethics

For more than 60 years, Kforce's corporate governance has relied on a firmwide dedication to integrity, transparency and accountability. Our employees strive to live out our [core values](#) in everything they do, ensuring our clients, candidates, consultants and communities have a trusted partner in business.

As we continue to evolve our business practices, policies and investments for tomorrow's world, we rely on our leadership team to deliver proactive and unwavering strategy and expect all associates to adhere to an established Code of Business Conduct and Ethics ("Code of Conduct") to lay the groundwork for sound and fair business decisions.

## Setting a High Standard for Cybersecurity

Due to the nature of our industry, data privacy and cybersecurity have always been at the forefront of our governance initiatives. In today's technology-first world, we know a business is only as strong as the measures deployed to protect it. That's why our Enterprise Security team implemented additional security measures in 2021, ensuring 99% of malicious emails are blocked from ever reaching employees' inboxes. We have not suffered any data breaches, and this is in part due to the significant and continued increase in investment to cybersecurity over the last 5-6 years.



### In 2021, we:

**Significantly increased the diversity of our board in regards of gender and race** with our current board now being comprised of 40% diverse members

**Added two additional members to our board of directors**, Derrick Brooks and Catherine H. Cloudman, ensuring diverse voices are represented at all levels of the firm

**Conducted an educational session with several leading experts in ESG** to ensure members of our board had the resources needed to effectively communicate our greater corporate social responsibility efforts



To learn more about our evolving governance, please read our **Commitment to Integrity** and explore our **Corporate Governance Guidelines**.

### These measures include:

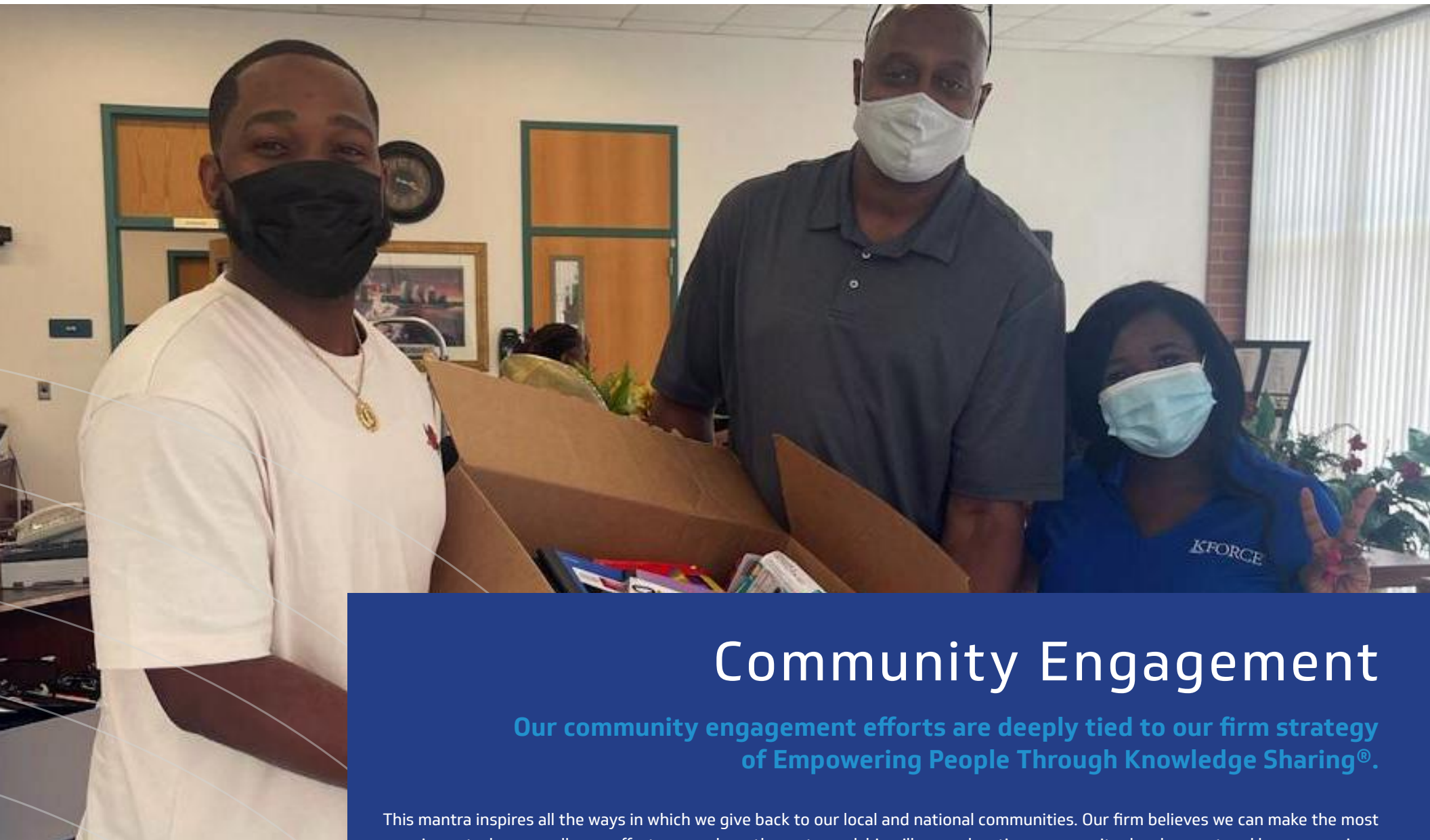
**Implemented "Phishing Alarm" button on corporate Microsoft Outlook accounts** for employees to report suspicious emails directly to Enterprise Security

**Deployed routine test phishing emails** to employees to encourage suspicious email reporting

**Launched monthly newsletter feature educating our employees** on emerging cybersecurity threats to decrease the opportunity of cyberattacks

**Published an original thought leadership article from Kforce VP of Enterprise Security and CISO, Rex Tolman**, highlighting seven ways to practice good cyber hygiene for our employees, clients and consultant audiences





# Community Engagement

**Our community engagement efforts are deeply tied to our firm strategy of Empowering People Through Knowledge Sharing®.**

This mantra inspires all the ways in which we give back to our local and national communities. Our firm believes we can make the most impact when we rally our efforts around our three stewardship pillars—education, community development and human services.

By placing a special emphasis on programs helping those in our communities develop the skills needed to succeed in the workforce and pursue meaningful careers, we can use our 60+ years of experience to make tomorrow a better working world for all.



# Recognized for Our Culture of Giving Back

**Kforce was named a “2021 One Tampa Bay” honoree by *The Tampa Bay Business Journal* for our culture of stewardship and long tradition of philanthropic activities.**

The award spotlights businesses that go above and beyond giving back to the Tampa Bay community and celebrates companies that place an emphasis on benevolence.

This recognition encapsulates all our efforts in the community: from our leadership’s involvement with nonprofits, to our Season of Impact, to our partnerships with incredible organizations like Junior Achievement, Feeding America, Best Buddies and Special Operations Warrior Foundation, as well as other local charities.



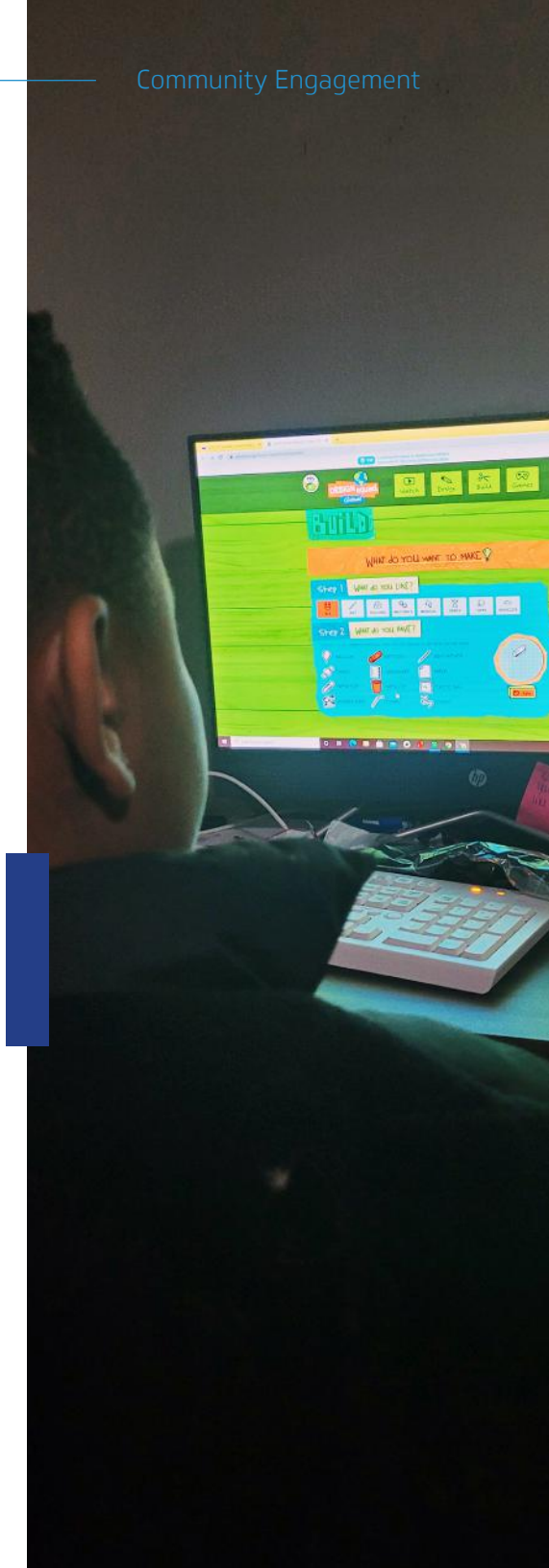
**“At Kforce, we want to empower people through knowledge sharing,” Kforce Chief Marketing Officer, Andrew Thomas, said. “By educating our youth about STEM job opportunities, we can provide young innovators the tools and opportunities they will need to succeed later in life.”**

## STEM Week

Knowing demand for STEM talent is only expected to rise, our annual [award-winning](#) STEM fair seeks to foster interest in these critical fields for future generations by providing resources, expertise and exposure to kids of all backgrounds for free.

### **In 2021, we:**

- Planned programming for youth of all ages, expanding our content to the high school audience for the first time
- Highlighted Kforce STEM experts
- Coordinated with National STEM Day, providing resources and impact to hundreds of households





## Coding for a Change

Kforce sponsored Coding for a Change 2021, a five-week online coding summer camp for teenagers.

The certified course focused on website creation and teaching teenagers how to use technology to amplify their voices and make a change in the world.



*“By teaching teenagers these coding and technology skills, we can provide young innovators the tools they will need to succeed later in life,” Kforce Chief Operations Officer Kye Mitchell said. “We support any chance we have to help young people reach their potential.”*

## Kforce Cottage of Hope

After 10 years of partnership with Hope Children’s Home, Kforce successfully sponsored and opened the Kforce Cottage of Hope in 2021. This charity rescues children whose guardians or parents are unable to care for them and strives to keep siblings together under one roof in a home environment.

Since Hope Children’s Home doesn’t receive state or federal funding, the success of their mission relies on donations from churches, private individuals and businesses like Kforce. Our cottage now houses eight children along with house parents and enables the children to have a stable place to live as opposed to dorm-style housing of other assistance programs.

Throughout the years Kforce has partnered with Hope Children’s Home, we have sponsored a playground, hosted birthday parties and ice cream socials and our associates have volunteered numerous hours beautifying the cottage’s grounds. We look forward to further supporting this charity in their mission to make a meaningful impact in the lives of children.





# Corporate Sponsored Charities



## Junior Achievement (JA)

Participated in JA's Inspire Virtual Career Fair, highlighting future careers in STEM for 11,750 students

Kforce volunteers partnered with JA and Best Buddies to host a four-part series on resume writing, interview prep, social media and financial literacy to help Best Buddies Ambassadors navigate their job search, find meaningful work and empower their careers

## Feeding Tampa Bay

Participated in Cereal for Summer initiative to help feed children in Tampa Bay who struggle with hunger when they are not guaranteed the free or reduced meals they would usually receive at school

## Best Buddies

Partnered with Best Buddies to host intellectual and developmental disabilities (IDD) DE&I training for our employees

Kforce received the Top Employment Team Award and #1 Top Team Overall during the Best Buddies Friendship Walk and raised more than \$50,000 with Kforce COO, Kye Mitchell, chairing the event

Kforce CMO, Andy Thomas, served as chair for Best Buddies' annual Champion of the Year Gala, which raised over \$220,000 to support and expand Best Buddies' programs

## Special Operations Warrior Foundation (SOWF)

Participated in SOWF's college planning conference, Operation EPIC (Educational Planning and Information Conference), which helps children of fallen special operations personnel navigate the college admissions process

Kforce's Chief of Staff, Doug Rich, spoke at the college planning conference on employment trends and social media tips to assist those transitioning into the workforce from the military

Kforce's Sr. HR Partner, Michael Goodman, led a conversation on "Emotional Intelligence and The Interview Process" at SOWF's Strong Finish Optimization Conference to help veterans take the next step in their career journeys



## GIVING BACK TO OUR LOCAL COMMUNITIES

We know any act of stewardship—no matter big or small—can make a lasting impact.

We're proud of the contributions our employees make within their communities, whether it is through donating time, effort or treasure.

### IN 2021, WE:

- Launched an annual giving campaign incorporating a firmwide payroll deduction
- Developed an employee match program for donations
- Participated in YMCA Teen Achievers Class and taught topics such as college preparation, diversity in corporate America, the pros/cons of primarily white institutions (PWIs) vs. historically Black colleges and universities (HBCUs) and how to curate a professional social media identity
- Collected and donated school supplies for our Tampa-sponsored charity partners, including Hope Children's Home, LaVoy Exceptional Center, St. Peter Claver, The Spring, YMCA and Blake High School
- Donated supplies to Metropolitan Ministries for Easter baskets
- Participated in American Heart Association's (AHA) Go Red for Women Day by raising awareness for women's heart health by providing employees with information from the AHA and Employee Assistance Program (EAP) detailing statistics, risk factors, treatment options and tips for prevention





# Our Future

## 2021 WAS A YEAR OF UNITY AND MEANINGFUL CHANGE

**We continued to endure the challenges of the pandemic, but our Kforce family came together and found ways to thrive in this unique setting.**

Our refreshed values tell the story of who we are. They guide us with clear directives: act with intention, succeed together, spread kindness, support each other, stay curious, speak openly and be yourself. As we live out these values, we've seen the powerful impact we can have in the lives of everyone we serve.

We are proud of everything we've done to serve our communities, promote inclusion, protect the environment and maintain strong governance this past year. But the work doesn't stop here.



## In 2022, we are committed to:



Opening our reimagined offices and supporting our people in a hybrid work environment



Further defining ourselves as an employer of choice as we offer our teams flexibility and choice, empowered by trust and technology



Deepening our connection with our people through stay interviews and listening sessions



Implementing Glint, a Microsoft Teams-supported engagement tool, to gain a deeper understanding of our people's sentiment



Rolling out inclusive leadership training as the next phase of our DE&I Learning Journey



Providing accountability and diversity of thought for governance and oversight, as guided by our board, steered by our DE&I Council and driven by our DE&I core team



Increasing our spending with diverse partners



Broadening our candidate pool through continuous expansion of new and existing diverse talent acquisition partnerships and digital canvassing



Establishing consistency for our heritage and diversity celebrations, ensuring each is highlighted in an equitable way and given its time to shine



Identifying and securing a third-party partner to assist with greenhouse gas emissions tracking

