

SC&H

GROUP

Community Impact Report

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SC&H Group is passionate about giving back to the communities where we live and serve. We enthusiastically support organizations who are dedicated to making our communities more educated, vibrant, and healthier places through impactful work that energizes the human spirit.



2020: A Year in Review

Client, Colleagues, and Community! The “3 C’s” as we have come to know them over the years. These are the pillars upon which SC&H Group was built upon over 29 years ago and each one of them continues to be equally important to our team. Striving to deliver high quality services to our valued clients and providing an outstanding environment for our team members to learn and grow is a constant at SC&H. But we also strongly believe in our ability to make a difference in the Communities in which we live and serve. We are equally as passionate about giving back to the Community as we are with delivering results to our clients. With success comes the responsibility of helping those in need. It is a great feeling when you know everyone on your team is committed to giving back to enhance the lives of others. In fact, nearly all of our team members who responded to SC&H’s annual Community Engagement survey stated it was important to them that their employer give back to the Community and they were proud to be a part of an organization that emphasizes this responsibility as an integral component of the firm’s overall culture. This sentiment is something we take great pride in and our team lived up to its commitment to our Communities once again in 2020.

In total, SC&H team members touched over 120 different non-profit organizations in 2020. While it was difficult to organize direct service volunteer activities during most of the year due to the pandemic, our team found ways to remain engaged in order to help those in need. An increase in skilled and virtual volunteering activities helped fill the gap while we were unable to give back in person. And with over 50% of our team members expressing interest in virtual volunteering options going forward, we will be exploring more of these opportunities to help us further increase participation and maximize our impact in the Community.

As the highlights in this report will show, the SC&H team made a real impact in our Community in 2020. We are proud of what our team achieved. But true to our nature, we will always strive to do better in all that we do. Here’s to doing better and making an even bigger impact in 2021!

Our Team

Throughout our history, SC&H Group has evolved in size and service offerings, but one thing remains constant – our team’s shared passion for supporting the communities in which we live and work. As a result, our firm’s Community Leadership team is made up of professionals throughout the firm to ensure we are thinking and communicating across our respective businesses to maximize our positive impact as one, united firm. This group of professionals helps define our purpose, evaluate our commitments, and collect feedback from our employees and the organizations we partner with to ensure we are fulfilling our mission.



Pritpal Kalsi

CHIEF EXECUTIVE OFFICER

“Serving the community is critical to our colleagues’ growth and satisfaction. It’s good because this provides an additional channel for leadership and development opportunities for our employees, it’s good for the soul, it helps our communities, and when you focus on doing good around you, it’s ultimately good for the business as well.”



Ron Causey

CO-FOUNDER

“I am proud of our firm for priding itself and thinking about our commitment to community as much as our own business growth objectives.”



Jeff Klima

DIRECTOR, CONTRACT COMPLIANCE AUDIT

“It’s invigorating to take action, give back, and improve the lives of others.”



Mary Susan Donhauser

DIRECTOR & CHIEF HUMAN RESOURCES OFFICER

“I’m proud to work for an organization that values the importance of giving back to our community and is embedded into our culture.”



Robin Patalon

DIRECTOR, SC&H FINANCIAL ADVISORS

“I’ve been honored to be part of many charitable projects and I am proud of the very real impact we’ve had in the communities in which we live and work.”



Matthew Roberson

MANAGING DIRECTOR, SC&H CAPITAL

“I believe that individuals and businesses engaged in positive community activities make our world, our lives and our careers more fruitful and enjoyable.”

Making Our Impact Count

SC&H Group is committed to making our communities a better place to live and we do this through a variety of Corporate Social Responsibility initiatives. Given the importance of these initiatives, SC&H tracks information related to the firm's community engagement activities and the positive impact we are making. We also gather information via an annual firm survey to better understand how each of our team members are giving back to their communities at an individual level. Included in this report are highlights of our efforts in 2020 with a focus on the following areas:

Volunteering

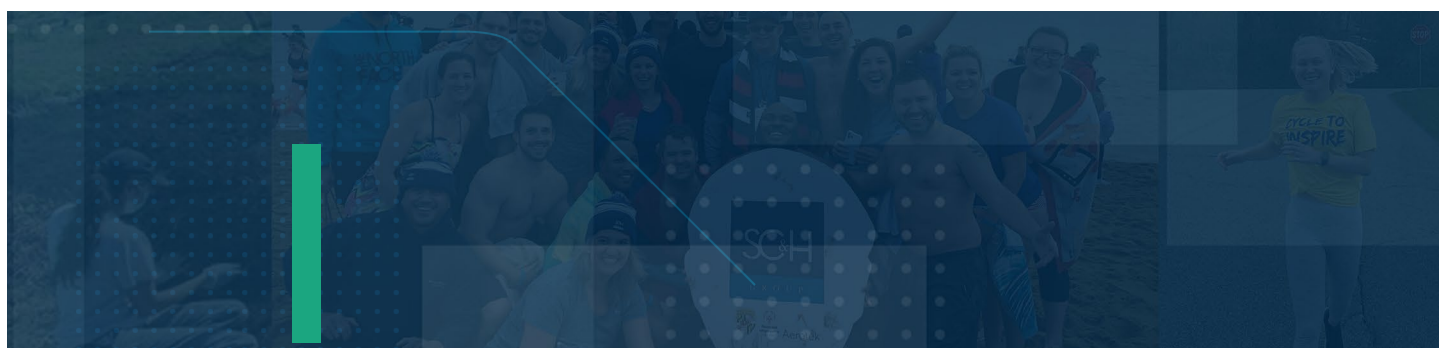
All SC&H team members are encouraged to give back to the community by donating a valuable and limited resource – their time. Each year, SC&H team members contribute thousands of volunteering hours to support the nonprofit organizations in our communities. Given the challenges presented by the COVID-19 pandemic in 2020, our ability to perform direct service activities was limited. However, our team quickly pivoted and increased participation in skilled and virtual volunteer activities. The challenging experience of 2020 was beneficial in that our team members expressed a desire to continue with both a mix of in-person and virtual as well as direct and skilled volunteering opportunities going forward which will help increase our impact going forward.

Nonprofit Board Service

SC&H's trusted advisors lend their expertise and experience to nonprofit organizations by serving on their Board of Directors. In doing so, we are helping to strengthen these organizations that are serving our communities.

Charitable Contributions

SC&H invests in organizations that strive to make our communities better with sustainable and measurable results. We provide financial support to many organizations with our primary cause areas being Education, Health, Youth Services, & Human Services. Ultimately, we evaluate existing and new partnerships on alignment with these areas and their program efficiency ratio.



By the Numbers

98.5%

OF SC&H EMPLOYEES STRONGLY AGREE THAT IT'S IMPORTANT TO WORK FOR A COMPANY THAT GIVES BACK TO THE COMMUNITY

5.5% INCREASE YEAR OVER YEAR



61
BOARDS SERVED BY SC&H TEAM MEMBERS

\$474,045

VALUE IN SKILLED VOLUNTEERING TIME GIVEN*

**Based on 2020 Taproot Foundation value of probono service*

3.5% INCREASE YEAR OVER YEAR



123
UNIQUE ORGANIZATIONS SERVED

By the Numbers

\$4,077

AVERAGE EMPLOYEE CONTRIBUTION



\$1,121,208

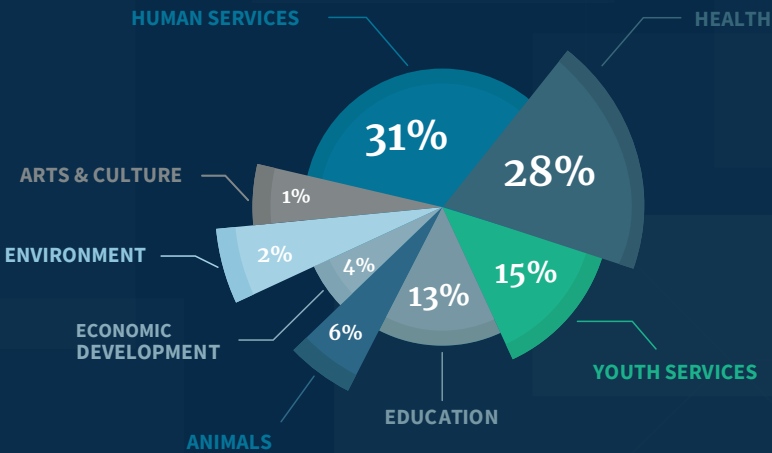
INFUSED INTO THE COMMUNITY

Communities Served

OUR REGIONAL IMPACT



Primary Cause Areas



SC&H in the Community



JOSIE KING FOUNDATION
creating a culture of patient safety, together

Josie King Foundation

Our team raised a total of \$8,865 for the Josie King Foundation which in turn was used to deliver 886 meals to frontline medical personnel working tirelessly to keep people in our communities healthy while combating the COVID-19 pandemic. Hats off to these heroes!



Ronald McDonald
House Charities®
Maryland

Keeping families close

Ronald McDonald House Charities

While our ability to prepare dinners for the families staying at the Ronald McDonald House was halted in March as a result of the pandemic, SC&H continued to support the House's mission by making recurring monthly contributions to help provide food and other financial support while on-site volunteering was not possible.



Ulman Foundation

While our monthly dinners may have been put on the back burner this year, SC&H's participated in various virtual athletic challenges, walking, running, and training over 504 collective miles through the Movement Challenge and MOVE Maryland in support of the Ulman Foundation.



Intersections of Change

SC&H, through our Diversity and Inclusion Committee, has formed a partnership with Intersections of Change, a local non-profit in Baltimore. A few members of the committee volunteered with their Strength to Love program, which operates an urban farm and serves citizens returning to the community from incarceration as well as youth workforce development.

SC&H in the Community



Cool Kids Campaign

For a third year in a row, we supported the Cool Kids Campaign with their Trees of Hope by donating virtually using Amazon wish lists. The firm also supported the CKC tutoring program for kids with cancer struggling in school and have seen wonderful results from these tutoring efforts.



Special Olympics Maryland Corporate Plunge

For the 2nd consecutive year, Team SC&H Group “beared the cold” in support of Special Olympics Maryland’s Corporate Plunge, but this year we turned up the heat a bit more – we had 35 colleagues take the plunge, and we raised \$16,136 in support of 8,033 athletes. Additionally, our Data Analytics practice powered the live analytics for all plunge teams, via Tableau dashboards.



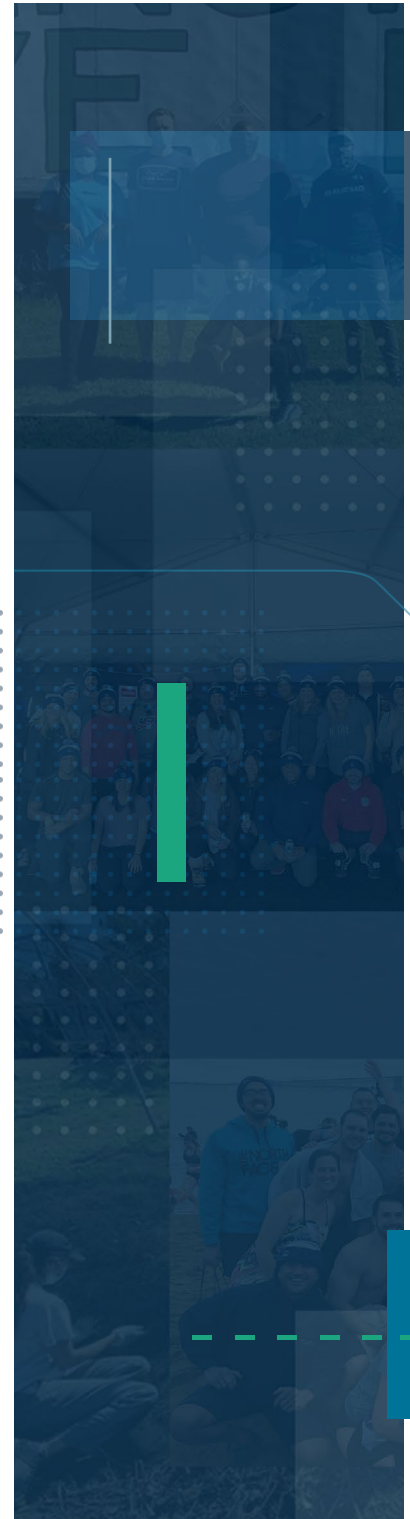
American Heart Association

SC&H supported the American Heart Association through its Heart Ball again in 2020. Although the event had to be held virtually, the proceeds generated almost \$1 million dollars, will be leveraged back into Baltimore through support for heart related research. Additionally, it helped fund The Simple Cooking with Heart Kitchen, which offers hands-on, affordable cooking classes for individuals and groups who learn how to create healthy meals on a limited budget.



Court Appointed Special Advocates of Baltimore County

SC&H has donated over 20 laptops and are in the process of donating more to Court Appointed Special Advocates of Baltimore County for the over 600 children in foster/child welfare programs throughout the county that would otherwise not have access to computers. In addition, the firm and board member, Bill Adams, sponsored their annual [virtual] fundraiser.



SC&H in the Community

MARYLAND ZOO

The Maryland Zoo

SC&H and Jim Wilhelm's co-sponsorship of the Zoo's Creature Encounters pivoted this year. The normal educational talks we have been sponsoring for several years now became video talks that schools and other institutions were using to have virtual field trips for kids in 2020.



Cal Ripken Sr. Foundation

SC&H continued its support of the Cal Ripken Sr. Foundation and its important work with at risk youth during 2020 by sponsoring its annual gala and its golf tournament. SC&H is proud to have sponsored the gala every year since its inception in 2004.



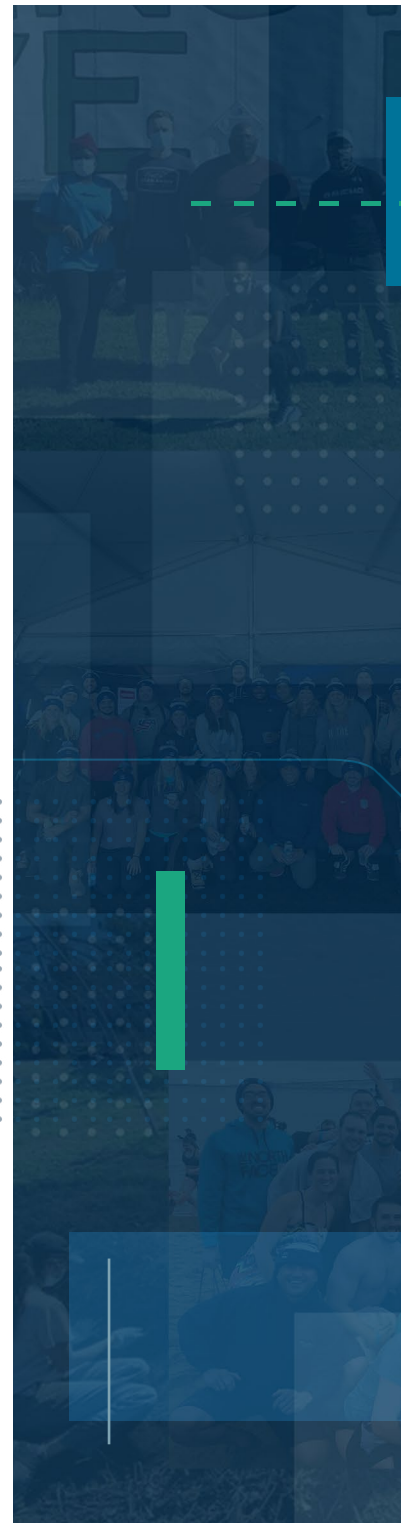
Business Volunteers Maryland

Every year, we tap into our longstanding partnership with the Business Volunteers Maryland team to help our colleagues drive to develop more meaningful, substantive relationships with other non-profit partners. Last year, our Chief Marketing Officer, Colin Kendall, was a graduate of BVM's first-ever virtual GIVE Fellowship, which provides nonprofits with access to and support from business leaders to address gaps in their offerings and skillsets. In addition, the BVM Board Connect program was pivotal in helping our people identify new opportunities seeking board leadership.



The Y of Central Maryland

SC&H continued its decade-long support of the Y of Maryland both virtually and in person, sponsoring their annual Turkey Trot fundraiser, handing out food to the food-insecure in conjunction with the Food Bank of Maryland, and supporting a special donor drive to fund Y Academic Support Centers at more than 30 sites to support children and families during virtual learning, among other activities.





At SC&H Group, we have always believed in doing the right thing and holding ourselves accountable to our people-focused promises to serve our clients, colleagues, and communities—the three pillars that embody our continued growth and success, and yours.

Despite the many challenges that have been presented as a result of the pandemic, I am proud that our commitment to that very promise has not wavered. We've made meaningful contributions to our community and created astounding impact during a time when those around us needed it most. The results from our 2020 Community Impact Report are remarkable and I am grateful to be part of an organization that is so motivated and compelled to give back to better our communities.

As I reflect on our collective impact in 2020, and in previous years, I am excited about the opportunity for SC&H to continue to build on its commitment to corporate social responsibility, which motivates each of us to advance the causes that we hold near and dear.

In closing, I am asking for our SC&H family and friends to continuously set the bar higher and strive to bring awareness to the causes we believe in. It's our shared efforts, not just our individual acts, that allows us to make the greatest collective impact on our communities.

Thank you to my fellow SC&H colleagues, the nonprofit organizations, our business partners, and our clients who have helped in making our communities better for all – I truly appreciate it!

Pritpal Kalsi

CHIEF EXECUTIVE OFFICER



SC&H Group is a nationally recognized management consulting, audit, and tax firm serving clients from rapidly growing private sector businesses to Fortune 500 companies with global brands. The firm's strategic practices provide the leading-edge thinking and advice that transform our clients' businesses and help them outpace the competition. We embrace the future and help clients prepare, innovate, and evolve their businesses in this complex and highly competitive world. For more than 25 years, SC&H Group has demonstrated its commitment to delivering powerful minds, passionate teams, and proven results on each and every engagement.

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Powerful Minds. Passionate Teams. Proven Results.