Apex Systems helps clients grow their business by enhancing people’s lives and helping them progress toward rewarding careers. We do this all with respect and a commitment to our employees, community, and the environment.

We are invested in creating long-term partnerships that strengthen communities, help tackle social challenges, and solve complex problems. We encourage employees to explore their passions, business skills, and expertise to make meaningful contributions to the world around them.

Our core values are central to everything we do and are at the heart and soul of Apex. They are what we believe in, who we are, and we are passionately committed to them.

**Core Values**
Will to win – attitude, drive, energy, hustle, commitment, ownership

Do the right thing – character, integrity, and respect for all

Make others better – teamwork, self-improvement, selfless, leadership, coachable

Professionalism – sharp, knowledgeable, competent, and respectful
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Community

Apex encourages our employees to volunteer and organize programs which allow them to give back in their local communities. These opportunities include partnerships with philanthropic organizations that align with the Apex mission and values. In addition, Apex seeks to provide a trustworthy career resource to military personnel and military spouses. A few ways that Apex provides these opportunities include:

**Philanthropy Day**
Full-time employees are eligible for one day of paid leave a year, to contribute their time to a philanthropic cause or nonprofit of their choice.

**Quarter of Caring**
Apex’s Quarter of Caring is an annual philanthropy campaign that occurs every 4th quarter. This is a time when we encourage all Apexers to participate in local philanthropies or meaningful causes for them or their offices. Our goal is to encourage our employees to give back in their own communities. As part of this year’s Quarter of Caring, teams all across the country participated in multiple fundraisers that supported many charities.

**The Tony Foundation**
Starting in September, Apex Systems began a contest amongst various offices that stretched over two regions, eight states and 14 cities. The goal was to compete with each other & collectively hit $21,800 to help four families, whose primary income earners were diagnosed with cancer and unable to continue working. Apex crushed that goal and raised over $28,000 in support of this organization and is featured on their website as a top donor in 2019.
American Cancer Society

Apex is proud to be a National Corporate Partner against Cancer for the American Cancer Society (ACS), since 2010. There are three signature fundraisers for the ACS: Relay For Life, Bark For Life, and Making Strides Against Breast Cancer. Apex is on target to hit $1 Million in funds raised in early 2020. We owe 100% of our success to our employees, without their generosity and support this would not be possible.

We encourage each of our branches to support the ACS in at least one way throughout the year. As an additional fundraiser for, several of the branches sponsored an event to “pie” a manager. Pies were $10 and all proceeds went to the ACS. Multiple branches and teams came together to participate. There was a great turn out by all and Apex raised $1,160 through this event.

“One of our core values is to do the right thing. It is inspiring to see the many ways our internal employees, contractors, and clients have embraced this value to help their communities.”

Rand Blazer, President, Apex Systems
The Feast of Sharing
The Feast of Sharing is an event hosted by HEB and the United Way and is open to any company employee, their friends, and family. For the 4th year in a row, Apex has invited our local community to enjoy a traditional Thanksgiving meal that is donated, prepared, and served by volunteers.

Clothing Drives
Many of our branches host clothing drives for people in our communities. We have also collected suits and other professional clothing for those reentering the workforce.

Red Nose Day
In Guadalajara last May, our team supported Red Nose, an International NGO that provides aid to children battling cancer. We had the pleasure of bringing them breakfast, spending quality time with them and their families, including playing games and listening to their inspiring and encouraging life stories.

Supporting Pets
Last August we supported Austin Pets Alive by hosting an onsite volunteer lunch, following a pet supply drive. Volunteers came together in our break room to make training treat bags to help housebreak shelter dogs and make them more “adoptable” and rice warmers for newborn orphaned kittens.

Bowl For Kids
We sponsored the Big Brothers Big Sisters Bowl For Kids event in April. Our corporate sponsorship allowed us a lane and two games of bowling at the event. This year was dino-themed. We even opened up our office to host a t-shirt rolling event where volunteers came together to roll and tie shirts that would be given out to all who registered for the event.

Some of our other philanthropic activities include community food drives, sponsored game nights and volunteering with national charities like the Ronald McDonald house, Habitat for Humanity, and YearUp.
Charity Spotlight
Once a quarter, our internal newsletter features a specific charity that an employee chooses to support. We share what the charity means to them, how they support it, and how others can get involved.

Grants for Good
As of August 2019, Apex’s contractors can now nominate one nonprofit a quarter as part of our Grants for Good program. Each quarter, the Apex National Charity Committee will review all of the nominations and choose one nonprofit to receive a $500 donation from Apex.
People

Our employees donate valuable time away from their jobs and families to contribute and participate in many of our philanthropy initiatives. We owe a great debt of gratitude as these efforts would not be possible without their participation and support. Below are some of the great initiatives and events that our people help champion:

Veterans
Apex has four objectives to maintain a successful veteran hiring program. To achieve our objectives we have developed a reporting process that includes baseline figures, compliance and an evaluation of the progress of our partnerships. The four objectives are listed below.

Objective One: Research veteran focused partnership opportunities at the state and national level

Objective Two: Decide what is most beneficial for your company and client base

Objective Three: Allocate proper resources to invest in utilizing partnerships (monthly meetings, events, etc.)

Objective Four: Work in concert with partnership organizations to enhance company-wide veteran recruiting efforts.

Veteran Support in Action
Apex System’s Delivery Manager, Kimberly J., received the Patriot Award, which recognizes individuals for their support and flexibility to those in the service prior to and after deployment.

“Kim has been exceptionally supportive in my commitments to the Virginia National Guard. She has taken care to be supportive of the time that I have had to dedicate away from the office and has been nothing but supportive in my career decisions and how they affect my military career.”

– Christopher N., Professional Recruiter

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Awards
In the last three years, we’ve placed 4,035+ Military Veterans with our clients, 1,345 of which were placed in 2018. Apex’s applicant log included 6,400+ new Veterans in 2018 for a total of 594,704 Veterans in our overall database. We are proud to support these individuals and feel fortunate to have been recognized for doing so.

Recognition by The Military Friendly® Company shows Apex is better for Veterans, with our: hiring, retention, advancement, and employee development programs in place to help them reach their career goals.

The award of “Spouse Employers” are based on a subset of questions from the Military Friendly® Employers survey; Questions considered for the Military Spouse Friendly Employers® list includes:
• Recruiting programs designed specifically for military spouses
• Spouse hiring efforts and results
• Policies for military spouses, whose service members are deployed
• Special apprenticeship programs or on-the-job training programs for military spouses

Virginia Values Veterans Certified Employer
Apex is a Virginia Values Veterans (V3) Certified company and was recognized in 2015 by Virginia Governor Terry McAuliffe as the V3 Enterprise Company (over 1,001 employees) that surpassed their Veteran hiring goal.
Diversity Initiatives
Apex believes that innovation is powered by diversity and inclusion. While Apex has progressed in our diversity initiatives over the past few years, we continue to build on that foundation and focus on inclusion at all levels including more diversity in leadership roles.

Women’s Leadership
The Women@Apex program is an all-inclusive program that is sponsored by the Women’s Leadership Committee and is designed to start conversations and empower women at all levels to speak up and be a part of the business. We have included men to encourage collaboration and support. Each quarter there is a cadence of one outside speaker, one small group session, and one large session led by a Women@Apex leader/Committee member or panel. Employees are free to choose the components that they are interested in and best suit their needs.

We encourage our branches to support women’s leadership initiatives in their own ways. Some of our regional branches discuss ongoing training, current events in the news, or host a guest speaker.
Pride
During Pride Week, Apex coordinated with OutYouth, an organization local to Austin, TX that supports LGBTQ+ teens and kids with general resources and safe spaces. This event was hosted by OutYouth’s Development Coordinator, Bri Jenkins, where she spoke to our contractors about ways they can get involved on a local level. Through local efforts and donations, Apex was able to donate $400 worth of school supplies to this great organization.
Environment

We go green!
Apex recognizes the need to protect the environment in the communities where we live and work. Keeping our environment clean and unpolluted is a benefit to all. Apex follows best practices when disposing garbage and recycling wherever possible. We look for innovative opportunities to continue to protect and improve the environment using environmentally friendly technologies.

Earth Day Clean Up
We challenged our branches to participate in Earth Day clean ups! Together, each of our branches took time out of their day to pick up trash in their local communities.

Environmental Commitment
Apex has implemented water refill stations in 70 out of 81 offices. Water refill stations provide a practical refilling alternative to disposable bottled water and the demands placed on energy, resources, and landfills.