



THINK
INSPIRED
DO GOOD.

RED RIVER ANNUAL IMPACT REPORT 2022

This is the first year we are formally putting our arms around some of the work that is at the heart of Red River's impact in the world – and it has nothing to do with technology. Our work supporting local communities, our efforts to create a workplace people can be proud of and our focus on sustainability and “doing the right thing” finally has a name: InspiRED. “Think Red. Do Good” is our call to action, which we have adopted to remind us that what we do here is so much more than a career, it's a movement.

I am grateful to all our employees who have so fully embraced this mentality in ways I never could imagine. Red River's heart for good is like no other and I am proud to share in this report exactly what we have done together this year, linking arms across departments, industry partnerships and community programs to live the InspiRED life within and outside our offices. We have accomplished much and yet still have so much more we can do.

We hope you will join us in 2023.

Sincerely,

BRIAN ROACH

CEO





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WHO IS **RED RIVER?**



OUR MISSION

Red River reimagines the possibilities of technology, enabling organizations to transform beyond the expected to create a positive impact on citizens, soldiers, consumers and employees.

OUR VISION

As a premier place to work, Red River leverages talented people and innovative technology to drive well-managed, long-term sustainable growth.

OUR MARKETS



FEDERAL



COMMERCIAL



SLED

OUR SERVICES



PROFESSIONAL
SERVICES



MANAGED
SERVICES



LIFECYCLE
SERVICES

OUR VALUES

CREATIVITY
INTEGRITY
COLLABORATION
STRONG WORK ETHIC
PURPOSE
PHILANTHROPY
RESPECT
THINK RED.

WHAT IS INSPIRED?

Launched in October of 2022, InspiRED is our brand of corporate responsibility that combines our values, philanthropic foundation and our drive to take action in the communities around us.

**IT'S SIMPLE:
DO GOOD.**

This desire guides everything we do—from the way we serve our customers, to the way we create employee experiences, to the ways we give back to our communities and operate sustainably. That's the spirit behind InspiRED – to take action in a positive way.

OUR VISION.

To be defined more by “who” we are than “what” we do.

OUR MISSION.

To connect our team to the core values that define us, putting our purpose in action across our work, the communities we serve and all the neighborhoods between them.

**ART FOR GOOD
WINNERS!!**





OUR PILLARS & COMMUNITIES

Red River's Community Engagement Program (CEP) focuses on driving value in 4 pillars to positively impact 4 communities.



Our pillars are our areas of focus that allow us to deliver on our mission.

We have pillar teams made up of Red River employees who meet monthly to help us shape the future of Red River in each of these areas.



Philanthropy & Volunteerism



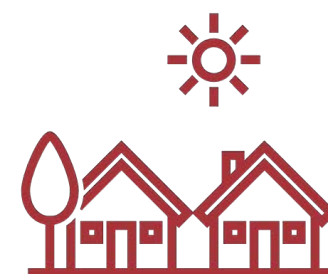
Our People & Culture



Environment & Sustainability



Ethics & Governance



Our communities are made up of

- + Our employees
- + Our customers
- + Our partners
- + Our neighborhoods





Our People & Culture

We can only do good in the world because we work alongside people and partners who also care about doing good in the world. Our culture is an important foundation for all that we deliver to our customers and communities. Red River believes collaboration and respect are at the heart of every human interaction. We strive to build an open, diverse, and inclusive environment for all employees. Our culture celebrates success and aspires to make employees feel appreciated for their contributions at all levels. Our benefits programs support the health and wellbeing of our team and recognize that all employees come from different viewpoints and perspectives that are valued and appreciated

BEST
PLACE
TO
WORK

Great
Place
To
Work.
Certified
2022
USA

CERTIFIED GREAT
PLACE TO WORK
TWO YEARS IN A ROW

Red River

5

FACTS & STATS

WE HOSTED NUMEROUS COMPANY-WIDE INITIATIVES INCLUDING:

- Community Service Project (CSP) Week focused on team-building through volunteering
- Busy Season Activities and Contests – Activities and Contests to motivate and challenge employees at the end of September
- Week of Thanks – Providing a week of thank you gifts and words of appreciation from across the company
- Launch of the “My Inspired Life” calendar with daily Teams Channel prompts to share inspiration.



WE KICKED OFF OUR LEADERSHIP MENTORING PROGRAM.

There were 8 mentors and 8 mentees that trialed the program. We currently have two additional mentorships in process. (2 mentors and 2 mentees)

OUR LEADERSHIP MENTORSHIP PROGRAM HAS...



5 COMPETENCIES WERE ADDRESSED



Provided Employee Training through RedU

6,130 courses are offered ranging from compliance to tracking hours in Workday to DEI.

16 COMMUNITY SERVICE HOURS PER CALENDAR YEAR PROVIDED

A donation matching program up to \$500 ANNUALLY



5 ERG GROUPS

Parent/Caregivers, Black Employees, Veterans, Women in Tech and Mental Health Awareness

ROCK THE RED

OUR PEER RECOGNITION PROGRAM
ROCK THE RED BOASTED 24 WINNERS

RED RIVER WELLNESS

- Red River awarded \$55,825 in wellness rewards!
- Over 300 employees earned a wellness incentive this year.
- We are focused on our employees and their families – spouses earned over \$16,000 in wellness rewards.
- We stayed moving with Wellbeats, racking up 12,749 minutes of classes, with strength, core, and work breaks being the most popular.
- Our annual step challenge goal this year was to beat Ed Levens', VP of Marketing, total of 106,353 steps - almost 47 miles! Three people did:
 1. Chris Dixon - 136,139 steps
 2. Robert Lacroix - 117,436 steps
 3. Toby Anderson - 109,531 steps



As part of the Just One Thing Campaign, NHBSR recognized the efforts of local companies and nonprofits in its annual Sustainability Slam. After an evening of dynamic 90-second presentations, winners were selected by a live audience poll. Red River was recognized for its Think SMART program, featured in this [video](#).

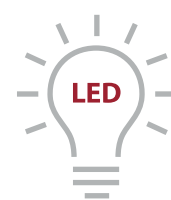
NHBSR SUSTAINABILITY SLAM AWARD RECIPIENT

Environment & Sustainability

Red River is a steward of environmental responsibility and sustainability. We subscribe to the methodology of Reduce, Reuse, and Recycle. We engaged our four communities to jointly reduce our energy consumption and waste and to promote efforts that have a positive impact on our planet.

Red River has contracted with federal and state agencies to develop custom software programs on a variety of environmental projects for nearly two decades. Some of the federal and state agencies include CA State Water Resources Control Board; CA Water Forum; CA Environmental Protection Agency-Air Resources Board; Federal Bureau of Reclamation; CA Dept. of Pesticide Regulation; Ports of Oakland, Long Beach and Los Angeles.

FACTS & STATS



**CONTINUED
TRANSITION TO
LED LIGHTING**



**DECREASED
COMPANY
AIR TRAVEL**



**COMPANY-WIDE
TRASH CLEAN UP DAYS**



Provided **INSPIRED Water bottles during CSP week** to eliminate single use bottles.

WE ALSO...

- + Added low flow toilets/sinks, lights that automatically turn on/off
- + Limited paper products/water bottles
- + Provided workplace training

Ethics & Governance

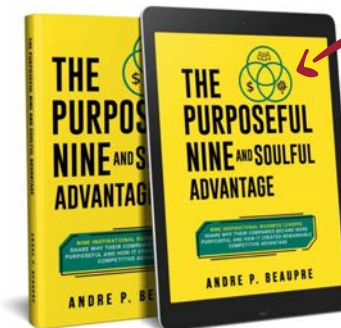
Red River continuously works to operate in a fair and ethical manner and to incorporate metrics to ensure success. To us this goes without saying, ethics are the minimum and not the aspiration. In everything we do we lead with respect, equity and compassion and integrity. We will continue to monitor our work, audit our impact and continuously drive to be good stewards of our customers, partners, employees' time, talent and resources.



FACTS & STATS

 **2022**
PAY EQUITY ANALYSIS

We **analyzed pay across positions and levels** within the organization to evaluate if there were discrepancies in pay by gender, ethnicity or other non-employment related factors.



FEATURED in the Purposeful Nine and Soulful Advantage

Red River was featured in the Purposeful Nine and Soulful Advantage, a 2021 book which tells the stories of nine organizations committed to a strategy of making the world a better place.

OUR DEI COMMITTEE WORKED

across the business to ensure **we are incorporating DEI in all aspects of our business** from recruiting to retention.

IMPLEMENTED A FORMAL WORKPLACE VIOLENCE PROTECTION PROGRAM

RED RIVER IS AN APPROVED ASC AND ITC IN THE CISCO NETWORKING ACADEMY.

We believe the technology sector offers stable and lucrative career paths, but there are far too many populations underrepresented in this sector. We are excited to have our **HBCU Scholarship** for that very reason. Learn more [here](#).

RENEWED ISO STANDARDS & COMPANY-WIDE COMPLIANCE TRAINING

\$59,326

TOTAL TUITION REIMBURSEMENT

DEI working with HR and Recruiting- added 2 new Employee Resource Groups in 2022 - **Veterans in Tech** and **Women in Tech**.





Philanthropy & Volunteerism

Red River Cares. Philanthropy and being an engaged corporate citizen is at the core of our company culture. Since our inception in 1995, Red River has been positively impacting the communities where our employees live and work through a variety of programs. We offer various scholarships, hands-on IT learning opportunities and volunteer programs while also sponsoring events and donating our time and money. Through our non-profit, the Red River Charitable Foundation, and with the help of our generous employees, we enable students to pursue STEM careers and encourage veterans in their personal and professional growth.

**CHECK OUT
THE PRESS
RELEASE!!**

**BE THE
BRIDGE
AWARD**

**BE THE BRIDGE
AWARD RECIPIENT**

Red River

Red River
CHARITABLE
FOUNDATION


Networking
CISCO Academy

Red River received the Cisco Networking Academy “Be the Bridge Award” for effectively using community outreach programs to make the technology sector more inclusive.

FACTS & STATS

15,187
TOTAL VOLUNTEER HOURS

How did we get there? Through our companywide Week of Service and supporting other incredible organizations like Boston Center for the Arts, Animal Protection League, a range of nonprofit boards and committees, coaching youth sports, hosting our first ever virtual volunteer opportunity.

 50%
PERCENTAGE OF
EMPLOYEES WHO
VOLUNTEER

 23hrs
AVERAGE NUMBER OF VOLUNTEER
HOURS PER EMPLOYEE



Red River donates up to \$500 towards causes of our employee's choice.

RED RIVER CARES
DONATED
\$8500

22 RED RIVER CARES
PODCAST EPISODES
LISTEN TO THE PODCAST HERE.



*The **Jeff Sessions Memorial Scholarship** was created to honor Red River's late CEO and his unwavering commitment to supporting active-duty military and veterans with funding to pursue technology careers.*

- PTC FUNDS**
- + STEM Lab- Williams Intermediate School
 - + Veteran causes
 - + Jeff Sessions Memorial Scholarship

PTC PROGRAM
Employees can elect to support philanthropy through donations. This year, we had
333 PARTICIPANTS*

*Representing 50% of all employees

RRCF NEWSLETTER
SHARES MONTHLY UPDATES WITH OUR SUPPORTERS. [READ THE LATEST NEWSLETTER >](#)

RRCF ANNUAL
GOLF TOURNAMENT
WATCH THE VIDEO HERE.



COMMUNITY SERVICE PROJECT (CSP) WEEK

BY THE NUMBERS



31 GALLONS OF PAINT



41 PIZZAS TO FEED VOLUNTEERS



890 VOLUNTEER HOURS

4,000

FAMILIES & INDIVIDUALS FED FROM OUR WORK AT THE SACRAMENTO FOOD BANK



161 VOLUNTEERS



400LBS OF ORGANICS SHOVELED

5 LOCATIONS

- CLAREMONT FOOD BANK
- CLAREMONT TEEN CENTER
- USO KOREA
- SPIRIT OPEN EQUESTRIAN
- SACRAMENTO FOOD BANK

♥ COUNTLESS MEMORIES MADE & PEOPLE IMPACTED

88 HORSE MATS MOVED & REPLACED



CHANTILLY, VIRGINIA

SPIRIT OPEN EQUESTRIAN

Moved, leveled and replaced 88 horsemats, put a window in their office, painted barn stalls and ran barbed wire fence.

SACRAMENTO, CALIFORNIA

SACRAMENTO FOOD BANK

Our team worked hard bagging plums, carrots, and potatoes. We wrapped up the day packing 3 tons of fruits and vegetables which went to 4000 families and individuals.



CLAREMONT, NEW HAMPSHIRE

CLAREMONT SOUP KITCHEN

Reorganized their entire storage facility and built 4 new shelving units, upgraded IT equipment.

CLAREMONT LEARNING PARTNERSHIP

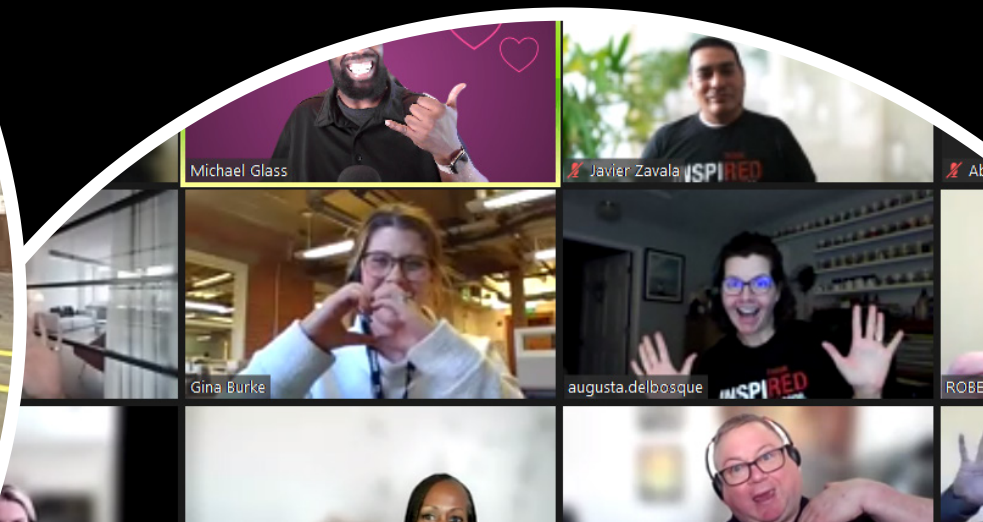
Painted halls, stairwell and daycare.



VIRTUAL COMMUNITY

VIRTUAL VOLUNTEER DAY

We wrote letters of encouragement and appreciation to US military personnel in collaboration with USO Korea.



MAKING A DIFFERENCE IN OUR COMMUNITIES



SUMMER MEALS
VOLUNTEERING



BRUINS AT CLAREMONT MIDDLE
SCHOOL- CLAREMONT, NH.



WARRIOR HOCKEY
TEAMS WITH OHT



SCHOLARSHIPS

\$107,000

TOTAL FUNDS AWARDED IN 2022

DONATIONS

\$72,500

TOTAL FUNDS DONATED TO THE FOLLOWING
ORGANIZATIONS IN 2022

- BLACK2Life
- Black Opry Revue Sponsorship
- Friends of Veterans
- Holiday giving efforts
- New England Winter Sports Clinic Sponsorships
- Numerous student robotics teams
- Ukraine relief efforts
- VA Winter Sports Clinic for Disabled Vets
- Warriors Hockey Team
- Willing Warriors

AWARDS & RECOGNITION



PTC HERO AWARD

The PTC (Positively Transforming Communities) Hero award is our way of honoring and recognizing employees that are champions of social responsibility and selfless service, who devote a significant amount of personal time, energy, and creativity to make their community better, and go above and beyond to make a significant impact in the lives of others.

RECIPIENT

SHAWN BELL

Shawn is absolutely dedicated to giving back and making a difference in the lives of others and that is clear through all of his volunteer work. Shawn has given a great deal of time to the Twin State Flag Football organization, as well as coaching the Claremont Middle School football team for three seasons. Shawn always lends a helping hand in the office, at local employee volunteering opportunities and our larger community service projects. He is a huge supporter of RRCF and has been contributing to the PTC Program since 2020.

NEW THIS YEAR – INSPIRED AWARDS

The mission of InspiRED (Red River's Community Engagement and Impact Program) is to continue connecting our team to the core values that define us, putting our purpose in action across our work, the communities we serve and all the neighborhoods between them. The purpose of this award is to honor employees who embrace the InspiRED mission and engage other employees to act and drive positive and direct impact in our four communities and pillars of work.

RECIPIENTS

AMY BETH MAIN

Environment & Sustainability

Amy Beth is a leader of the Environment & Sustainability Pillar and has done an excellent job of inspiring the core and pillar InspiRED teams to engage in ways to reduce our energy consumption and waste and promote efforts that have a positive impact on our planet. (Amy Beth has contributed to RRCF's PTC Program since 2018.)

STEVEN NGUYEN

Philanthropy & Volunteerism

Steven led the charge for our Sacramento Community Service Project at the Sac Food Bank and the holiday giving program to adopt a family through the Salvation Army. This was extra inspiring because even without a physical office, he felt compelled to gather employees together in service to the community. (Steven has contributed to RRCF's PTC Program since 2020.)

RRCF PHILANTHROPY AWARD

The RRCF Philanthropy Award was designed to honor an employee who makes a positive impact in the lives of others. This award honors the employee(s) we believe goes above and beyond to inspire those around them and demonstrate the importance of giving back, while supporting the mission of RRCF.

RECIPIENT

HILLARY HALLECK

Hillary has been a huge supporter of RRCF since she began here at Red River. She has given to the PTC program since 2018, has been on the student scholarship rating team for many years, and has been the point person for the scholarship students and their families at our golf classic fundraisers. She has participated in many companywide CSPs, and various smaller local volunteer opportunities over the years. She volunteers 100 hours per year for the VT Society for Human Resource Management, 25 hours per year for the River Valley HR Association, 50 hours a year for the Newport Friends of Red, and 50 hours per year for the Maynard House. She inspires others to give back and always lend a helping hand, while being a huge cheerleader for RRCF.

Red River

 Red River
CHARITABLE FOUNDATION

THINK
INSPIRED
DO GOOD.

