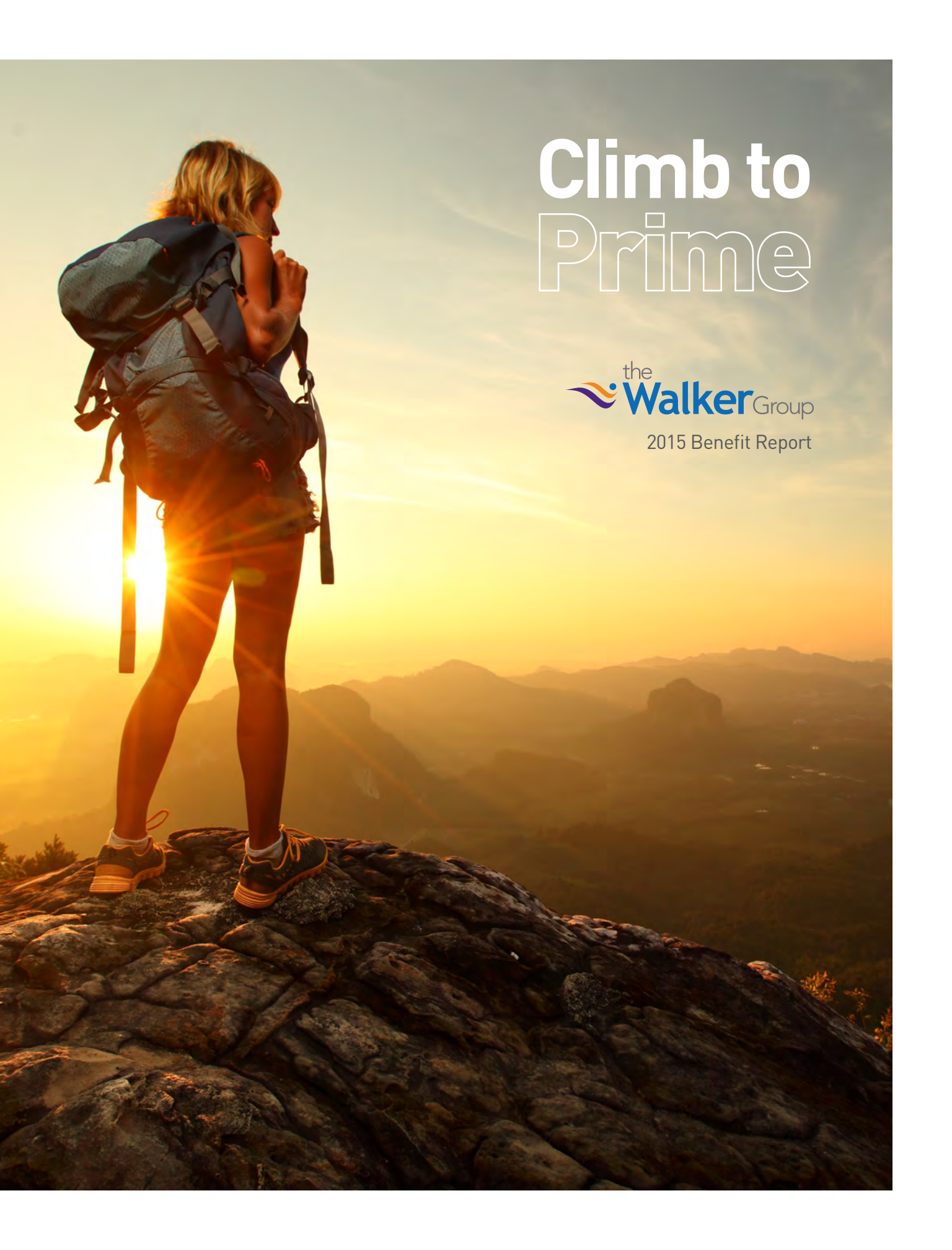


# Climb to Prime

the  
**Walker** Group

2015 Benefit Report



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# Who We Are

## What We Do

The Walker Group is a technology services firm located in Farmington, CT. Founded in 1986, we provide a full range of technology solutions including Managed Services, Infrastructure & Advisory Services, IT Security, and Digital Marketing to our clients across multiple industries.

## What We Do

We're here to make the world a better place. One third of any distributed profits go to community groups working to solve some of our world's big problems. Another third goes to our employees who provide the passion and power behind what we do, and the final third goes to our shareholders who provide the capital backing our work.

**We're a social enterprise** – a business that embraces a purpose beyond profit.

**We're a benefit corporation** – one of the first in Connecticut.

**We're the founding partner of reSET** – Connecticut's premiere resource for social entrepreneurs, working hard to advance the social enterprise sector and surround social entrepreneurs with what they need to take their businesses to the next level.

## Our Mission & Vision

The Walker Group delivers premier technology solutions and support for organizations looking to maximize the return on their technology investment. As a social enterprise, our success translates to making a positive difference in the local and global community.

# Our Impact

We are proud to be a living demonstration of social enterprise in action. This is and always will be a work in progress, but we want to model the way for other companies who may be inspired by this approach.



## Our Employees

Being a social enterprise means so much to our talented and engaged team of professionals. We work hard and enjoy a comfortable culture where we help and support each other like family. Our employees enjoy a variety of benefits including:

- Competitive compensations packages
- 8 Paid Holidays
- Paid vacation and sick time with option to purchase additional vacation time
- Medical/Dental plans that are guaranteed to cover 100% cost for the individual employee
- 401(k) Retirement Program
- Generous Professional Development Program
- Company Paid Life Insurance
- Company Paid Long-Term Disability Insurance
- Wellness Program including annual reimbursement
- Paid community service time
- Telecommuting Options
- Employee-to-Employee “Gifts of Time” to help support each other with donating paid time off during times of need
- Stakeholder Program involving distribution of shares for purpose of profit distribution

Our employees are compassionate leaders who dedicate their time and effort in and out of work to help our communities. We have employees who have started non-profits to support their favorite cause and several employees who serve on a variety of local Board of Directors for non-profits. Our employees are hospital volunteers, youth sports coaches, PTO volunteers, and more.

In 2015, our company, culture, and commitment was recognized by receiving 2 very prestigious awards:

- Nancy P. Roberts Award, given by the Connecticut Council for Philanthropy
- Hartford Business Journal, Best Places to Work in CT



**\$500+**  
Raised for  
CT Humane Society

**\$100,000**  
Contributed to reSET



**200+**  
Bagged Lunches Made



# Our Community

Since 2006 we have contributed over \$870,000 towards community service efforts with the majority of those dollars going to reSET in support of their mission.

Our employees are also active in various community service engagements that align with our 3 main focus areas of Youth, Animals, and the Environment. In 2015, 83% of our employees were committed to being involved with our community service efforts.

## In 2015:

- Financial Contributions:
  - o \$100,000 to reSET
  - o \$10,000 reSET Grant for Incubator Program
  - o \$13,000 miscellaneous Community Donations
  - o \$9,000 in Service Discounts for Non-Profit Clients
  - o Over 600 hours logged for Community Service Volunteerism
- Company Community/Volunteer Outreach Recipients
- Charity Cycling Challenge to benefit Child Guidance of Southern CT
- Rail Clean-up Day – Farmington Greenway Trail
- Hiking 4 Hearts, LLC – Working to educate the public about Left Ventricular Noncompaction Cardiomyopathy
- Loaves & Fishes – Food Service
- CT Humane Society – Food & Toy Drive

Farmington Public School Foundation  
Boys & Girls Clubs of Hartford  
Qualidigm



# Our Clients

## How we got here

We pride ourselves on offering a wide range of technology services to our clients so they can focus on running their business. We offer premier talent, customer support, and the strategic partnership that our clients need for their business to grow and thrive.

Our clients represent a wide range of industries including manufacturing, healthcare, professional services, education, and finance. We are very proud to partner with and serve our non-profit clients which make up nearly 25% of our client base. Our dedication to the success of the non-profit sector further promotes our mission of helping others who work to make a difference. In 2015, we offered \$9,000 in non-profit discounts in addition to our reduced non-profit service rates.

We put much emphasis on our strategic values as we work with our clients every day and we look for client partnerships that share in these values. Our most important values that we strive to live by include:

- Professionalism
- Integrity & Ethical Behavior
- Solutions Focused
- Direct and Respectful Communication
- Team Spirit and Support
- Responsibility and Accountability
- Positive, Fun Culture
- Technical and Service Excellence

# Challenges

We have found it difficult to make significant environmental changes due to the fact that we lease and do not own our space; however, we're working to do what we can. In 2015, we moved to paperless invoicing and, in 2016, we hope to do more with recycling and reducing the waste flow from our kitchen.

## Benefit Director Statement

As the Benefit Director of The Walker Group, I confirm the following to be true and accurate with regard to the public benefit impact of the Company during its most recent fiscal year (2015), which spanned the Jan 2015 – Dec 2015 time period.

1. The Walker Group has acted in accordance with its general public benefit and any specific public benefit purpose in all material respects during the period covered by the report.
2. After a full fifteen months as a registered CT Benefit Corporation, the impact on how our Company is perceived has been very favorable across various stakeholder groups, most noticeably our employees. Our formal status as a benefit corporation has reinforced our social mission commitment that has long been associated with The Walker Group. By being an early adopter, and assuming full accountability for our actions, we believe we have set a strong example for like-minded Connecticut businesses to follow.

After 30 years in business and fifteen months as a CT Benefit Corporation, we are proud of the public impact we are having, but recognize the opportunity to do even greater good in the months and years to come. Our Company was founded on solid social mission principles in 1986, and those principles remain strong and quite evident in the Company's culture 30 years later. We encourage all of our stakeholders to play a role in our future public impact efforts.

Sincerely,

Kate Emery  
Benefit Director/CEO  
The Walker Group





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