



# LIVE IT!

 the **Walker** Group  
2016 Benefit Report



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**LIVE IT!**

## Business Mission

To deliver premier technology solutions and support for organizations looking to maximize the return on their technology investment.

## Social Mission

Our social mission is to help make the world a better place through our financial and volunteer support of social entrepreneurs and other innovative leadership efforts aimed at solving local or global issues.



## What We Do

The Walker Group is an information & digital consulting 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.

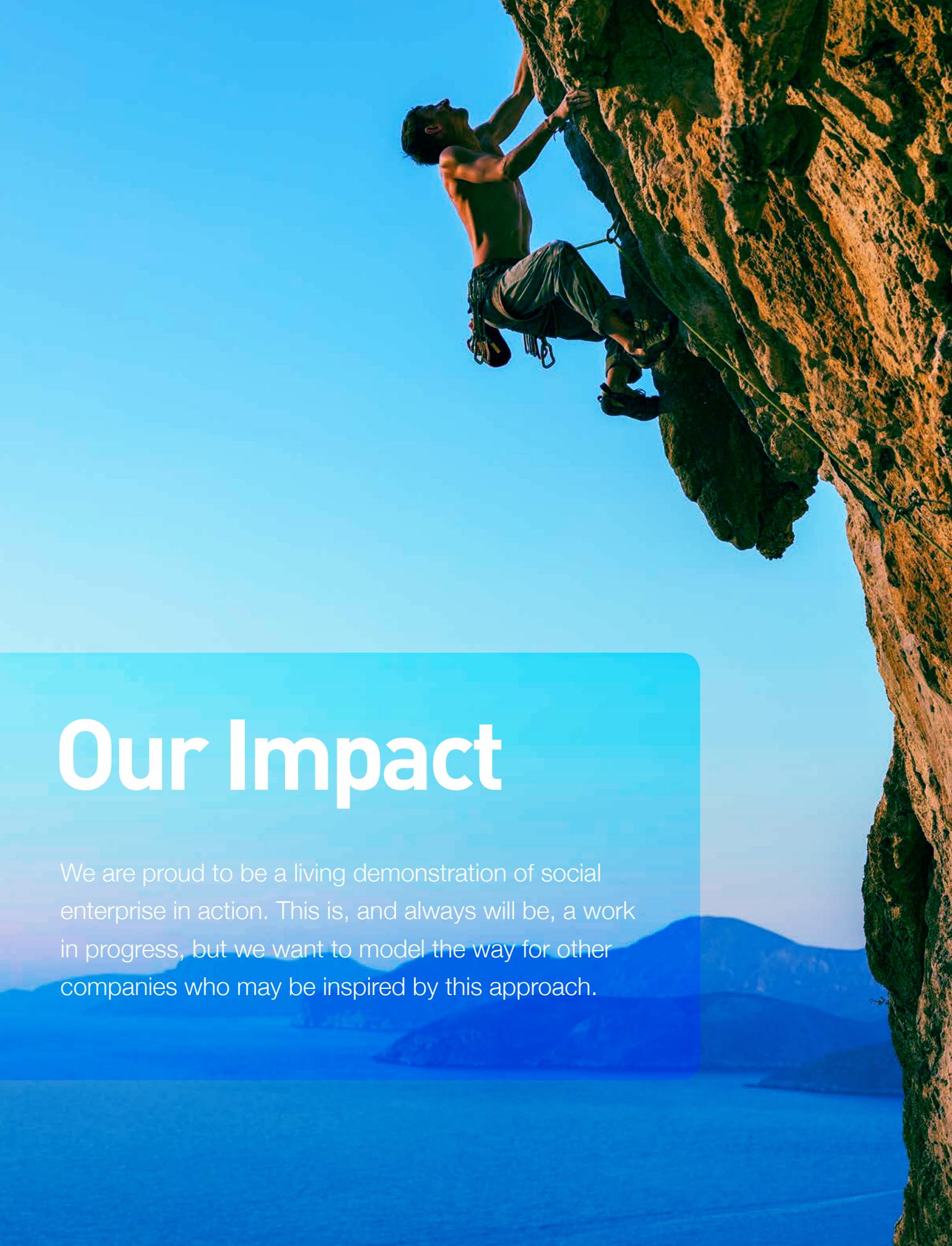
We're here to make the world a better place. One-third of any distributed profits go to community groups working to solve some of our world's big problems. Another third goes to our employees who provide the passion and power behind what we do and the final third goes to our shareholders who provide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



A photograph of a man climbing a rock face. The man is shirtless, wearing dark shorts and climbing shoes, and is secured by a rope. The rock face is textured and brownish. The background is a clear blue sky and a blue body of water with mountains in the distance. A semi-transparent blue rectangle is overlaid on the left side of the image, containing the text.

# 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.



**The Walker Group** became a Certified B Corporation in October of 2014. B Corps are a new type of company that uses the power of business to solve social and environmental problems. Being a Certified B Corp means we meet rigorous standards of social and environmental performance. But it's much more than a stamp of approval. Maintaining our B Corp status continually challenges us to be the company we want to be and to think about how we are affecting the environment, the community, our employees and our customers. Below is our 2016 B Corp Assessment results.

Overall Rating	SELF-REPORTED & UNVERIFIED	Your Total Pts	Percent Earned
		<b>94.7 pts</b>	
<b>Governance</b>		<b>13.6</b>	
Mission & Engagement		1.5	38%
Corporate Accountability		0.0	0%
Ethics		1.1	57%
Transparency		3.5	50%
Mission Locked		7.5	75%
<b>Workers</b>		<b>20.4</b>	
Compensation & Wages		6.7	45%
Benefits		6.1	41%
Training & Education		2.3	64%
Worker Ownership		0.0	0%
Management & Worker Communication		2.6	71%
Job Flexibility/Corporate Culture		2.6	71%
<b>Community</b>		<b>56.0</b>	
Job Creation		1.0	10%
Diversity & Inclusion		3.5	32%
Civic Engagement & Giving		9.3	72%
Local Involvement		4.5	38%
Suppliers, Distributors & Product		1.0	13%
Local Economic Development		21.3	71%
Designed to Give		13.8	49%
<b>Environment</b>		<b>4.7</b>	
Land, Office, Plant		3.5	32%
Inputs		0.5	7%
Outputs		0.7	29%

## 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 compensation 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 Boards of Directors for non-profits. Our employees are hospital volunteers, youth sports coaches, PTO volunteers and more.

In the last 2 years, 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



# Our Community

Since 2006, we have contributed over \$970,000 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 throughout the year.

## In 2016:

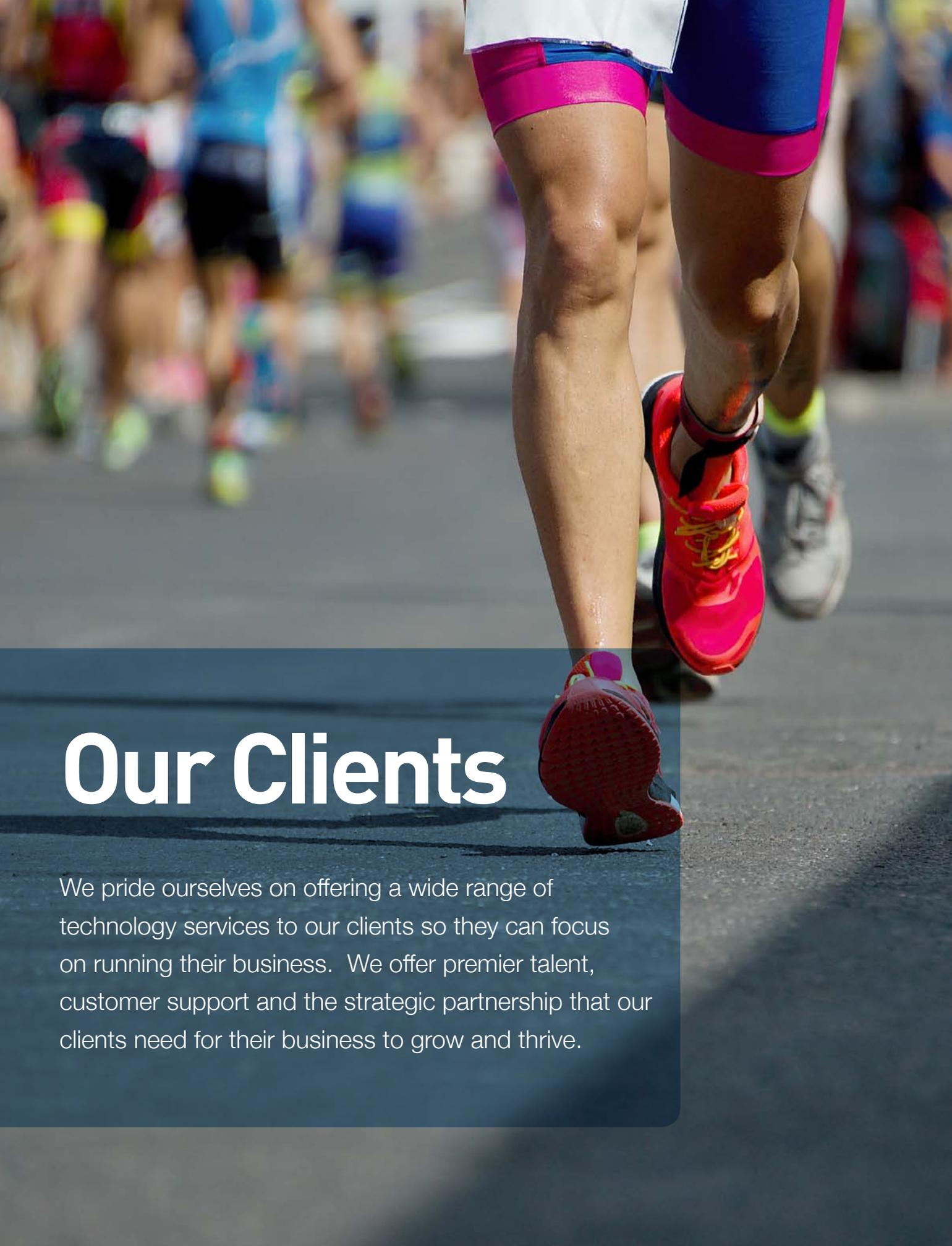
### Financial Contributions:

- \$100,000 to reSET, Social Enterprise Trust
- \$10,000 Impact Award granted to PV Pure for solar powered water purification initiative
- \$8,000 in miscellaneous community donations
- \$9,000 in Service Discounts for Non-Profit Clients
- Over 850 hours logged for Community Service Volunteerism across all employees

### Company Community/Volunteer Outreach Recipients

- Charity Cycling Challenge to benefit Hiking4Hearts, LLC
- Foodshare Walk Against Hunger
- Volunteer at several walks/runs for various charities
- Hartford Hospital Volunteering
- Loaves & Fishes – Food Service
- Farmington Public School Foundation (Education Foundation)
- Boys and Girls Club of CT
- Qualidigm
- Farmington Canal Heritage Trail Clean Up Day
- Volunteering at local animal shelters and spay/neuter clinics





# Our Clients

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.

## How we got here

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 2016, we offered \$31,709 in non-profit discounts in addition to our reduced non-profit service rates.



## Our Environment

In 2016, we made great strides on several small environmental initiatives that all add up to make a big difference:

- Employees participating in a Community Shared Agriculture (CSA) program to support local farms
- Implemented a new can/bottle recycling program that benefits a local charity and encourages more responsible discarding of materials
- Reconfirmed our strong suggestion to employees to carpool, whenever possible
- Worked with our landlord on a new, more energy efficient lighting plan for our office space
- Implemented electronic signatures across several departments to reduce printing and paper waste
- Created a “Green Team” with the purpose of educating and promoting more environmentally conscious practices both in the office and at home
- Engaged a new recycling/shredding partner who also operates as a Social enterprise



OUR VALUES ARE AT THE  
**H E A R T**  
O F W A L K E R

**H: Helping others.**

Hell yah! We're givers. We're solution seekers. We're bridge makers. We're there for our clients, our community.

**E: Excellence in Everything!**

We do everything with passion, integrity and professionalism.

**A: Achievement!**

We work to maximize our clients' technology ROI and our own ability to make a positive and lasting impact in the world.

**R: Regard and Respect**

We believe in respect for one another as human beings, understanding that our differences make us stronger and way more interesting.

**T: Team Walker**

We work hard, celebrate often and laugh a lot. We learn together, grow together and want to be a key part of our clients' team, strategy and success.

# Our 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've managed to make some small, yet impactful, changes. We also had some lapse in leadership for our employee volunteer efforts but we've since restructured this effort and feel well positioned moving into 2017.



## 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 (2016), which spanned the Jan 2016 – Dec 2016 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. 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 two years 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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