Community Partnerships

We care. We give. We act.

Spirit of Service Report

impact

Booz | Allen | Hamilton
NOTE FROM The Chairman and CEO

“There are many things in which to participate: community affairs, schools, clubs, professional and industrial groups. Choose wisely, but participate.”

That was the counsel Booz Allen Hamilton Founding Partner Jim Allen gave decades ago.

I’m proud that we continue to take these words to heart as we prepare to mark the firm’s centennial. Giving back and having a positive impact in our communities remains an enduring value at our firm.

I believe good business and good citizenship go hand in hand. At Booz Allen our greatest asset is our people. And when our people give of their time and talents, something powerful happens—we inspire others to follow our lead.

The people and the organizations profiled on the following pages represent just a small window into what we do at Booz Allen every day to serve our communities and practice corporate citizenship. After reading these stories, I hope you will be as inspired as I am by the example of our Booz Allen colleagues reaching beyond office walls to serve the greater good.

Ralph W. Shrader, Ph.D.
Chairman and Chief Executive Officer
Booz Allen Hamilton
Employee volunteering is at the core of Booz Allen’s community involvement. Our community partnerships harness the time and talent of the firm’s greatest asset—our people—to improve our communities. We draw upon the commitment, passion, and inspired thinking we apply to solving our client’s problems to solving social problems. Our approach empowers employees to drive the firm’s outreach by identifying both issues that matter to them and nonprofit organizations worthy of support.

When employees make a personal commitment to serve, the firm backs them up with resources from our Community Partnerships program to enhance their efforts. We support volunteerism, pro bono consulting, and financial contributions to help nonprofit organizations around the globe. We take pride in supporting a portfolio of efforts addressing needs in the broad areas of youth and education, military and veterans, arts and culture, environment and sustainability, and health.

In fiscal year 2013 (FY13), 545 unique nonprofit organizations received financial contributions as a result of Booz Allen’s community partnership initiatives. Many others benefit from in-kind donations and the time and talents of our volunteers. In FY13, 53,006 volunteer hours were reported by employees for Volunteer Service Grants, equating to a financial value of $1,173,552.84.

A network of volunteer site leaders manages the firm’s participation at a local level, bolstering the firm’s national impact. Each year, more than 7,100 employees are engaged in company-sponsored volunteer activities, benefiting 45 communities nationwide and supporting hundreds of volunteer and charitable activities and institutions annually.

Volunteer Service Grants (VSGs)

Employees can also apply for Volunteer Service Grants (VSGs), through which the firm recognizes individual volunteerism with financial contributions to employee-identified nonprofit organizations. VSGs are awarded to nonprofits on behalf of Booz Allen employees who contribute 40 or more hours of volunteer service annually. Employees may request two VSGs per year. Booz Allen awarded 476 VSGs to nonprofits totaling $311,000 in FY13.

Booz Allen Cares

To help employees accomplish their charitable missions, the firm maintains a central resource of volunteer engagements, campaigns, and opportunities. Through the internal platform Booz Allen Cares, employees can find and share volunteer opportunities, manage their community events, make financial contributions, and record their volunteer hours.

Externally, the website Booz Allen Cares (www.boozallencares.com) provides a means for nonprofits to engage with the firm. This resource allows them to learn about the firm’s approach to supporting nonprofits, complete an online assessment to determine eligibility for support, and submit information about volunteer opportunities to engage Booz Allen employees. Requests for financial support are accepted by invitation only.

1. According to Independent Sector, the estimated value of volunteer time for 2012 was $22.14 per hour.
Rebuilding Together: Rehabilitating Homes, Revitalizing Communities

For more than a decade, Booz Allen has partnered with Rebuilding Together, a nonprofit organization working to preserve affordable homeownership and revitalize communities by providing free modifications and critical repairs to the residences of low-income homeowners. Special emphasis is given to housing for the aging, veteran, and disabled populations.

National Rebuilding Day is the firm’s largest single-day volunteer effort. Every year on the last weekend of April, teams of Booz Allen employees, friends, and family members across the country pitch in to help make homes safer, more accessible and more energy efficient.

On National Rebuilding Day 2013, 1,007 volunteers in 29 cities completed 44 revitalization projects. Booz Allen employees served on the boards of 9 local Rebuilding Together affiliates, going above and beyond to serve this longtime nonprofit partner.

Honoring Veterans, Celebrating Heroes, Transitioning Military Families

Booz Allen employees have a long history of dedicating their time and talents to the military community. We recognize the sacrifices made by our service members, veterans, and their families in serving our country, and we salute their service through our community service. In partnership with the United Service Organizations (USO), Disabled American Veterans, and other veteran service organizations, employees serve as mentors for career transitions, raise funds through athletic and charity events, and provide a range of other volunteer services for veterans and their families. Over the last 5 years the number of volunteers supporting the military community has grown significantly. According to an internal survey, 72 percent of Booz Allen staff feel that veterans and military organizations are the most important partners for the firm.

Through the firm’s career guidance and mentoring initiatives, hundreds of employees volunteer to help injured service members, their spouses and caregivers develop a life plan, seek benefits, enroll in higher education, and generally prepare for the future. Through the Holding Down the Homefront partnership established with the USO of Metropolitan Washington, Booz Allen volunteers developed a curriculum and conducted career workshops on five military bases in the Washington, DC region. Workshops focus on resume writing skills, interview and networking techniques, and translating military skills to civilian employment.

The workshops were originally created for military spouses but have grown to support active-duty service members who are planning ahead for their eventual transition to back to the civilian workforce. Based on the success of the DC-area workshops, the firm is now partnering with other USO chapters around the country and working to make the training available online.

Booz Allen employees also have volunteered more than 2,500 hours over the last year to support the Wounded Warrior Mentoring Program at the Walter Reed Army Medical Center.

And in the spring of 2013, the firm launched a new partnership with the Business and Professional Women’s Network to conduct a mentoring program for female veterans and spouses, with a special focus on the unique needs of caregivers.
The firm supports several of the Department of Veterans Affairs’ signature adaptive sports programs for veterans around the country. At sports clinics, bike rides, golf tournaments, and other events throughout the year, Booz Allen volunteers participate as athletes but also help with promotion, fundraising, and logistics, and above all, provide moral support and encouragement for participating veterans. Booz Allen volunteers support the National Veterans Winter and Summer Sports Clinics in Snowmass, Colorado; the National Veterans Wheelchair Games; the Face of America Bike Ride from Washington, DC to Gettysburg, Pennsylvania; and Wounded Warrior Golf Tournaments with the Salute to Military Golf Association at locations nationwide.

Booz Allen volunteers also give of their time to support the provision of appropriate housing for veterans and their families. The firm’s partnership with Rebuilding Together includes a special focus on renovating veterans’ homes, and a skills-based volunteer project helped Homes for our Troops, which builds customized homes for disabled veterans, develop a new operational model and communications strategy.

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Smithsonian Institution: Sharing Culture, Enriching Lives

Booz Allen has had a deep and expansive partnership with the Smithsonian Institution and its affiliated museums for nearly a decade. The firm’s commitment encompasses financial support as well as pro bono volunteer efforts designed to help create learning opportunities and enhance experiences that bring the Smithsonian’s treasures of American culture to the broadest audiences possible.

To help improve access to the National Museum of Natural History’s collection of more than 126 million objects, a team of Booz Allen volunteers crafted a digital strategy that includes providing access in appropriate electronic formats to information and objects that previously had to be accessed physically, and also preserves data for future generations. A team of volunteers also worked collaboratively with the museum staff to create a highly interactive web portal to complement the experience of visiting Sant Ocean Hall, the Museum’s largest exhibit. Using innovative technologies, the team created a web architecture that allows students, teachers, and the general public to see marine life in every ocean habitat, and go behind-the-scenes to watch oceanographic researchers at work.

Booz Allen volunteers supported the National Museum of the American Indian in a strategic planning and organizational restructuring exercise designed to improve the museum’s efficiency and effectiveness by merging the Office of External Affairs and the Office of Administration and creating the Office of Museum Resources. Volunteers also supported the National Air and Space Museum with strategic planning and marketing to improve attendance and enhance the visitor experience at its main building on the Mall and at the Steven F. Udvar-Hazy Center in Virginia. Additional efforts supported the American History Museum’s exhibition marking the tenth anniversary of the 9/11 attacks, and strategic planning and IT strategies to help the Museum of African-American Culture better tell its story when the museum opens to the public next year.

The firm provided major support for the Smithsonian American Art Museum’s 2010 exhibition, “Telling Stories: Norman Rockwell from the Collections of George Lucas and Steven Spielberg.”

The exhibition provided a rare opportunity for works from the private collections of those two acclaimed American filmmakers to be seen by such a vast public audience.
The National Gallery of Art

In spring 2014, the firm will provide major support to the National Gallery of Art’s Cassatt/Degas exhibition, the first major exhibition to explore the complex and dynamic relationship between Edgar Degas and Mary Cassatt—two major figures of the impressionist movement.

The story behind their fascinating relationship is one that aligns strongly with Booz Allen’s values, most notably our culture of innovation, respect for diversity, and collaboration. Despite differences of gender and nationality, Degas and Cassatt developed a deep friendship founded on mutual respect and a genuine admiration for one another’s talent. The two artists shared a keen observer’s eye as well as openness to experimentation that led them both to employ innovative techniques and utilize unconventional media in order to break new ground as artists.

This exhibition will bring together some sixty works in a variety of media—oil paintings, pastels and prints (etchings and lithographs)—focused on the late 1870s through the mid-1880s when the two artists were most closely allied. It will be on view in Washington, DC, from May 11 through October 5, 2014.

Making the Connection with Girl Scouts

Booz Allen has created two signature programs with the Girl Scout Council of the Nation’s Capital through which employee volunteers participate in educational experiences to help Girl Scouts develop leadership, communications, and team-building skills. Make the Connection is a mentorship program offered to girls in grades 6-12 where Booz Allen employees help scouts explore career options and develop networking and people skills. Since its inception in 2006, more than 400 employees have mentored more than 1,780 teen Girl Scouts, empowering them with important skills that will serve them all of their lives. A second program, The Environmental Leadership Institute, was created by Booz Allen to help scouts think critically about environmental stewardship and inspire them to take action to protect the environment in their communities. The Institute is for scouts in grades 6-8 and includes educational workshops and outdoor activities.

In 2012, Booz Allen also sponsored the Girl Scout Council of the Nation’s Capital Rock the Mall 100th Anniversary Sing-Along event. More than 200,000 Girl Scouts from all over the world participated in the event on the National Mall, making it the largest gathering of Girl Scouts in history.

International Coastal Cleanup: Protecting Oceans and Waterways

Booz Allen partners with the Ocean Conservancy to participate in the International Coastal Cleanup, the world’s largest volunteer effort of its kind dedicated to removing trash from beaches, rivers, lakefronts, and waterways.

 Participation by Booz Allen’s environmentally conscious volunteers has grown exponentially over the last 4 years, making it one of the firm’s largest current employee volunteer programs. The flagship event of the year-long effort is held annually on the third Saturday of September, when volunteers pick up trash and debris at sites around the country.
In 2012, 300 Booz Allen volunteers supported the clean-up at 20 locations across 12 states, including Indian Creek in Overland Park, Kansas, the San Francisco Bay in California, and the Ala Moana Beach Park in Honolulu, Hawaii.

The Greening of Wolf Trap
Booz Allen employees have contributed significantly over the last 5 years to the greening initiatives at the Wolf Trap Foundation for the Performing Arts (Wolf Trap) in Virginia. In collaboration with Wolf Trap leadership and the National Park Service, a Booz Allen team developed a strategy to help Wolf Trap launch its green initiatives including efforts to enhance recycling, optimize energy use, and work toward other environmental benchmarks and LEED certification. The firm also hosted Wolf Trap’s inaugural National Summit on the Arts and the Environment, convening thought leaders to establish a comprehensive energy, community impact, and materials plan to ensure that art performances of the future will be in closer harmony with the environment.

Supporting a World Free of Multiple Sclerosis
Booz Allen has supported the National MS Society’s National Capital Chapter for more than 7 years. Thanks in large part to the dedication of several employees living with multiple sclerosis (MS), teams of employees now walk, run and bike to support a world free of this debilitating disease. In 2013, Booz Allen teams led the way at six different Walk MS events. Members of the firm’s Bike Club participated in Bike MS, a 2-day event that is the longest-running cycling event in the Washington, DC area. And a Booz Allen team joined MuckFest, the National MS Society’s newest event, a 5-mile fun run obstacle course. Funds raised through these events benefit the National Capital Chapter’s vital support and personalized services to the many thousands of individuals living with MS in the Washington, DC metropolitan area.

TIME TO INSPIRE℠: A Firmwide Commitment to Mentoring
Booz Allen’s TIME TO INSPIRE℠ initiative has featured nonprofit partners working with youth in literacy, cyber safety, and Science, Technology, Engineering and Math (STEM) education. The firm’s TIME TO INSPIRE℠ initiative has featured nonprofit partners working with youth in literacy, cyber safety, and Science, Technology, Engineering and Math (STEM) education.

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Lee Taylor-Nelms, FIRST mentor
to protect themselves online. Mentors are trained to provide cyber security education, teaching students how to operate safely online and become responsible digital citizens. The program addresses critical issues facing today’s youth such as cyber bullying, identity theft, and safe social networking.

The mission of FIRST® (For Inspiration and Recognition of Science and Technology) is to inspire the next generation of science and technology leaders by engaging them in mentor-based programs that build self-confidence, communication, and leadership skills. FIRST® hosts robotics competitions in locations worldwide, challenging teams of young people to build robots and work together to solve real-world problems. At the heart of each team are coaches and mentors who help guide them throughout the competition season. Booz Allen employees volunteering as FIRST® coaches and mentors help young people analyze problems, improvise possible solutions, and lead under pressure—important skills our employees apply in their work for clients every day.

Booz Allen has partnered with FIRST® for many years.

**In the 2012-13 school year alone,**
Booz Allen employees worked with **56 FIRST® teams across the United States,** and of those **11 teams advanced to 2013 FIRST® Championship**

**Disaster Response**

When disasters strike, Booz Allen employees are quick to respond with generous financial donations to help victims around the country and around the world. The firm partners with the American Red Cross and other nonprofits to quickly channel support to those who need it most. The Community Partnerships team activates the firm’s financial giving portal to facilitate employee donations. In some cases, employees’ support is matched dollar-for-dollar by a financial contribution from the firm. In recent years, disaster relief contributions from Booz Allen employees have supported efforts help victims of Hurricanes Katrina and Sandy, the Indonesian tsunami, the Japanese earthquake and nuclear disaster, and the tornadoes in Oklahoma.

**Disaster relief contributions from Booz Allen employees have supported efforts to help victims of Hurricanes Katrina and Sandy and more**

David Fang, FIRST® mentor
Celebrating the Athletes of Special Olympics

Booz Allen employees have been deeply invested in the mission of Special Olympics for several decades. Whether serving as Board members, cheering on athletes at local games, or staging fundraising events, Booz Allen volunteers support the organization’s year-round programs for children and adults with intellectual disabilities.

At Special Olympics events in communities around the country, Booz Allen volunteers help athletes develop physical fitness skills, experience teamwork, and build self-confidence. For the last 8 years, employees at the Norfolk, Virginia office have participated in the annual Polar Plunge® Winter Festival, Special Olympics Virginia’s largest fundraiser, regularly placing within the top three fundraising teams for that event. Inspired by the Norfolk team’s success, employees in other sites including Dayton, OH; Honolulu, HI; Houston, TX; McLean, VA; and Lexington Park, MD have started hosting similar fundraising events.

Nonprofit Conference Speaker Series

Since 2007 Booz Allen has sponsored a Nonprofit Conference Speaker Series, providing an opportunity for nonprofit directors, staff, and board members to improve and grow their organizations through capacity-building training sessions. Booz Allen serves as a convener, bringing together a committee of experts from a variety of nonprofits to develop content and help assure topics meet the development needs of attendees. Sessions are designed to enhance skills in areas critical to nonprofit success, including fundraising, board development, and working with volunteers. The training sessions are held at the firm’s headquarters in McLean, VA, and content is also made available online. Participation is open to any nonprofit. More than 350 nonprofit organizations from around the United States participate annually.

Toys for Tots

Booz Allen has supported the Marine Toys for Tots Foundation for more than 20 years. Each holiday season, thousands of toys are donated at collection sites in Booz Allen offices. Employees also make financial contributions, which are matched in part by the firm and used by the Foundation to purchase additional toys at deeply discounted prices and fill unmet toy needs. In 2012, employees donated more than 4,900 toys at nearly 50 locations—including South Korea—and the Booz Allen community donated nearly $50,000 in support of the Foundation’s mission.

4,900 donated toys by employees at nearly 50 locations
For more information on the firm’s community partnerships, please visit www.boozallen.com/community.