



**2020 was a year
of ~~challenges.~~
↑
OPPORTUNITIES**

**Here were our
opportunities to
support our
incredible team.**



- › Launched company-wide diversity and inclusion initiative
- › Extended unlimited PTO to all staff members for illness- and quarantine-related absences
- › Added Juneteeth as a paid holiday
- › Instituted a domestic violence support program
- › Provided a bonus to all team members who exercised their right to vote
- › Paid drivetime and mileage for all staff
- › Implemented a workplace safety and health program to support the wellbeing of our team members
- › Raised >\$25,000 in support of ASNC's Camp Royall
- › Provided year-end thank you bonuses to all our team members for their courage, commitment and passion in the face of remarkable adversity.