



State & Federal COMMUNICATIONS

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2018 CSR Report



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↶ Celebrating 25 wonderful years and looking forward to a bright future.

A Message From Elizabeth Bartz



— ★ ★ ★ —
Looking back over the last 25 years, I am proud of the ways the State and Federal Communications team has demonstrated leadership. You can see it in our expert service to our clients, and you can see it in our service to our community. In this Corporate Social Responsibility report, I am delighted to share some of these achievements from 2018.
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We are a leader in the government relations profession. State and Federal Communications is a company that understands the complex challenges of compliance. We are experts in lobbying, political contributions, and procurement lobbying compliance laws. We operate at the highest level to make sure our clients comply with these state and federal laws and regulations. We know the needs are real and **we're on it.**

It is the same in the community where we live and work. Northeast Ohio is facing complex challenges. We are all affected by the opioid crisis. We see the need for improvement in education, literacy, poverty, homelessness, and hunger. Therefore, we choose our partnerships with regional philanthropic organizations carefully, so we can do our part to bring a real impact to these very same issues.

State and Federal Communications matches employee donations to the United Way of Summit County. We offer charitable service hours to our employees to take time out of the office and volunteer in the community.

Any kind of business activity leaves behind a footprint on our environment. For this reason, we are always striving to improve our recycling and our responsible disposal of waste electronics and light bulbs.

The needs are real. We're on it!

Thank you for your interest in our CSR program. We remain committed to being a good corporate citizen nationally and in Northeast Ohio.

Best wishes,
Elizabeth Bartz
President and CEO
State and Federal Communications



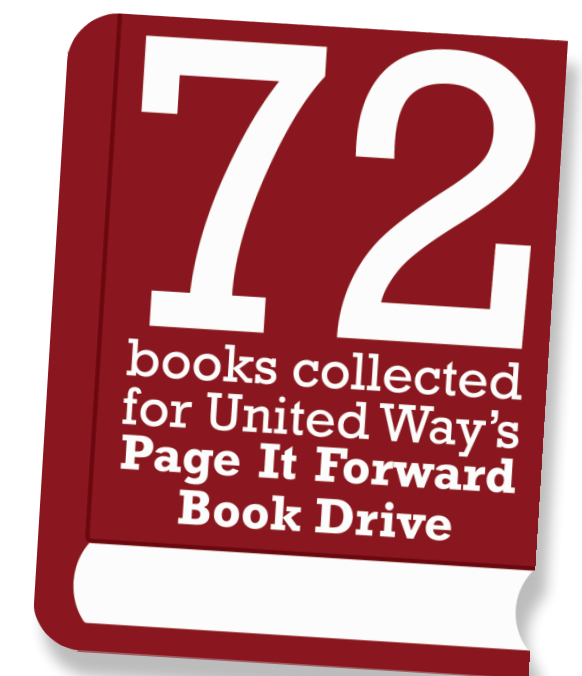
State and Federal Communications allows employees one hour to vote on Election Day



volunteered at the GOOD SAMARITANS PROGRAM at Annunciation Church, Akron, OH



— ★ ★ ★ — HIGHLIGHTS



Protecting Our Environment

State and Federal Communications is committed to doing its part to protect the environment. We focus on four areas: 1) single-use packaging, 2) paper and cardboard, 3) electronic waste, and 4) fluorescent bulbs.

The waste generated at the office prompted our commitment to work with the city of Akron's single-stream recycling program for downtown businesses. Single-use containers, such as plastic bottles, aluminum cans, and product boxes, can now be placed in proper recycling bins, rather than sent to landfills.¹

In 2014, State and Federal Communications began using a reverse osmosis water dispensing system. In 2018, the company supplied each employee with a S'well® bottle to reduce the need for single-use containers.

State and Federal Communications recycles paper and cardboard waste. SecurShred (Weaver Industries, Akron) shreds and recycles all our business paper. The city of Akron program collects flattened cardboard for processing at its local facility, which is managed by Greenstar Recycling of Houston, Texas.

Both electronic waste and fluorescent bulbs are toxic when buried in landfills. Our policy is to upgrade all failed fluorescent bulbs or fixtures to LED. All retired fluorescent bulbs continue to be processed by Veolia North America. All computers, monitors, cables, batteries, and small electronic items taken out of service annually are sent to eWaste of Hudson, Ohio, for proper handling and disposal.²

¹Akron's Curbside Recycling program does not provide individual results. Instead, community results are reported to the state EPA in the aggregate by Summit ReWorks.

²Copier/printer cartridge (toner and waste) recycling efforts have always been the preferred method of handling this waste by-product, but the effort was not tracked. Beginning in 2019, this effort is being recorded to better gauge impact.



In order to reduce the quantity of single-use containers, State and Federal Communications made the investment of purchasing S'well® bottles for each of the employees. This follows the previous decision to use a reverse-osmosis water dispensing system. This is all part of our effort to reduce our overall waste each year.

SUSTAINABILITY

2927 lbs.

of paper recycled by staff at State and Federal Communications

44 lbs.

of fluorescent lamps properly disposed of in 2018

1177 lbs.

of recycled e-waste from our office: computer parts, electronics, batteries...

TOTAL 4148 lbs.

Recycled at State and Federal Communications

Strategic Philanthropy

For 25 years, State and Federal Communications has called Akron, Ohio, its home headquarters. We care about our home. The company is committed to creating a strong, healthy, and vibrant community through four corporate social initiatives: strategic philanthropy, community engagement, education, and diversity. Smart partnerships are critical to the success of our CSR strategy. State and Federal Communications works with the United Way of Summit County, the Akron-Canton Regional Foodbank, the Akron Urban League, and other organizations to provide significant benefit to the community far beyond what our individual contributions could do.

This company partners with The United Way of Summit County because of its commitment to community impact. We have held United Way campaigns for the last 19 years. **State and Federal Communications matches every dollar donated by its employees.** We had 100% employee participation in the 2018 campaign. The company received the United Way of Summit County's Firestone Award for **highest per employee gift** in a company with fewer than 100 employees.

Additionally, we collected 610 cans in the NEO Can Challenge to benefit the Akron-Canton Regional Foodbank (ACRF). Along with our donation to the Harvest for Hunger campaign, we provided the ACRF with the equivalent of 1014 meals. We donated \$1,000 to the United Way Snack Pack drive for children who need help with meals between semesters of school.

**VOL
UN
TEER**

GIVING

Employee Gift \$28,878.00
Corporate Gift \$28,878.00
Donut & Cider Sale \$854.00
Campaign Total \$58,610.00

2013
Campaign
Excellence &
Highest per capita
giving for small
business
100% Participation

2015
Campaign
Excellence &
Highest per capita
giving for small
business
100% Participation

2017
Campaign
Excellence &
Highest per capita
giving for small
business
100% Participation

2014
Campaign
Excellence &
Highest per capita
giving for small
business
100% Participation

2016
Campaign
Excellence &
Highest per capita
giving for small
business
94.74% Participation

2018
Campaign
Excellence &
Highest per capita
giving for small
business
100% Participation



Community Engagement

State and Federal Communications has a corporate volunteering tradition that has stood the test of time. Our employees have volunteered in many nonprofit settings, giving the chance to form closer bonds with each other and with the community. Hands-on volunteering experience has been important for the staff's leadership, team building skills, and familiarity with the needs of Akron.

Our Charitable Service Program: As a benefit of donating 1% of their salary to the United Way campaign, employees of State and Federal Communications received 24 hours of charitable service. The employees can use those hours at the nonprofit of their choice. The staff have volunteered at The Akron Canton Regional Foodbank, the Akron Urban League, and Project Grad Akron, among other organizations.

In 2018, seven employees attended the Akron Urban League's It's Time to Talk - Forums on Race. We worked 36 hours helping with food distribution throughout the year at Annunciation Church of Akron's Good Samaritans program. Seven employees participated in the United Way Day of Action on June 22 at the Financial Empowerment Center in Kenmore. We collected hundreds of school supplies for the

United Way Stuff the Bus Program on August 22 and helped deliver them. We read to the students at the Harris-Jackson Community Learning Center in the United Way Read to Me Day on November 7. One employee served as chairman of the CASA Board Volunteer Association. We supported CASA of Summit County by attending its Arty Party and the I Am For the Child Breakfast, as well as volunteering at the CASA Holiday Toy Shop on December 4.



Education



5
Interns Summer 2018

54
Interns Since 2002

In a competitive and changing job market, it is more important than ever for college students to gain professional experience and to be paid for it. State and Federal Communications has offered a paid internship to a total of 54 university students in Northeast Ohio since 2002. **In 2018, five interns participated in the program.**

We work hard to ensure the internship experience is giving great value to the interns and to the organization. The interns learn what it means to function in a professional setting, work in various departments of the company, work with nonprofit organizations doing good in the community, and are afforded networking and professional development opportunities in the Leadership Akron Edge program.

State and Federal Communications is a leader in the government relations industry. We participate in major national conferences pertaining to all aspects of government relations, public affairs, and advocacy. We believe the messages of ethical behavior and government relations compliance must be present in the industry discourse. This company has a long history of maintaining memberships in all the key government affairs organizations.

We offer major sponsorships and donations to organizations ensuring the well-being of the industry. Our staff have held positions on the boards of the National Institute for Lobbying and Ethics, the Public Affairs Council, the Washington Area Government Relations Group, and the State Government Affairs Council. They also have participated in the Public Affairs Council Institute and the PAC certificate programs.



President and CEO, Elizabeth Bartz, speaking at Public Affairs Council

National Organizations We Support

- ★ National Institute for Lobbying and Ethics
- ★ Public Affairs Council
- ★ Council on Governmental Ethics Laws
- ★ Council of State Governments
- ★ State Government Affairs Council
- ★ Washington Area State Relations Group
- ★ National Conference of State Legislatures
- ★ Women in Government Relations
- ★ U.S. Chamber of Commerce

Diversity

At the 18th Annual OMNIKAL National Business Summit, State and Federal Communications and its President and CEO Elizabeth Bartz were honored with a key diversity award as one of the Top 100 Women Owned Businesses in Ohio. OMNIKAL chooses award recipients based on growth strategies from top entrepreneurs and executives, and State and Federal Communications was named 75th on the list and named first on the list of companies based in Akron. OMNIKAL is

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the nation's largest inclusive business organization representing the voice of over two million business owners, made up of a wide variety of America's premier organizations. The OMNIKAL mission and goal is to equalize, broaden, and level the playing field for both brands and an increasingly varied marketplace. State and Federal Communications has won an "America's Top Business" award every year since 2008.



President and CEO Elizabeth Bartz after receiving the Public Affairs Council PAC & Grassroots Management Certificate

Gamble Hayden, Women in Government Relations' Diversity, Equity & Inclusion Committee



Rebecca South received her Public Affairs Council Institute Certificate

Research Manager Michael Beckett, chair of the CASA Board Volunteer Association



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State and Federal Communications, Inc.
80 South Summit Street, Suite 100
Akron, Ohio 44308 USA
www.stateandfed.com
888-4-LAW-NOW
330-761-9960

