



2021
Annual Report
CORPORATE SOCIAL RESPONSIBILITY

A Message from Elizabeth Bartz

There is no quick path to a successful CSR program. It takes culture-building, determination, and accountability. It takes everybody on the team. As you will see in this report, State and Federal Communications has a long history of corporate philanthropy, community engagement, and sustainability. Even I am surprised at the number of years we have been active in CSR.

What drives our CSR efforts over the long-term? It is not sentimentality; it comes from somewhere else. We find the vision and determination in our core. I think of it as strategic optimism. We know we have a key role to play in our community, to be a good citizen and neighbor. Most of all, we care.



We care about our work. For 28 years, we have been providing expert compliance solutions to Fortune 500 companies, trade associations, law firms, and government affairs firms. We also care about our industry. We support the key national organizations in government relations with sponsorships and attendance at national conferences. Wherever the important conversations are happening, we show up.

We care about our community. I

think the first step in our corporate philanthropy is listening to our community for what it needs and finding the best partners for creating change. It takes passion and courage to face the challenges of poverty, hunger, and the effects of the pandemic. Whether it is working with the United Way of Summit & Meding, the Akron-Canton Regional Foodbank, the Girl Scouts, or the Court Appointed Special Advocates, we provide help financially and through community engagement.

We care about diversity, equity, and inclusion. DEI is not one and done. State and Federal Communications has a dedicated DEI committee working toward real culture change with training, engaging the difficult conversations, and partnering with our friends at Heart to Heart Leadership to set new goals.

"We know we have a key role to play in our community, to be a good citizen and neighbor."

You have my assurance we will continue to help our community. Doing the right thing is just good business...

...and we're not done yet!

Most sincerely,

President and CEO

Elizabeth Bartz

State and Federal Communications

Professional Development Mask Up 330, Healthy Workplace Award 6 7



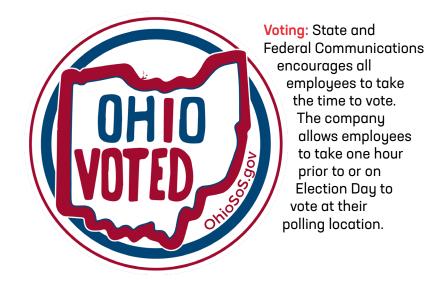
Cover Photo

Elizabeth Bartz receives the Community Changer Award, on behalf of State and Federal Communications, from Greg Skinner of United Way of Summit & Medina.

Our employees are the first stakeholders of our CSR program. State and Federal Communications offers competitive salaries, first-class healthcare benefits, an award-winning wellness program, and professional development to our staff. In this way, they can be empowered to give the highest level of performance.

Creating the Space for Good to Happen:

We continue focusing on the overall health and wellbeing of our staff by providing information in our monthly HR Newsletter on topics such as mental health, exercise, and nutrition. As part of our benefits package, we offer the Employee Assistance Program (EAP), which affords a host of services including emotional support, counseling, financial planning, stress management, and addiction recovery resources. Throughout the year, State and Federal Communications stressed the importance of fully utilizing PTO, especially during the pandemic to avoid burnout.



Challenges: We held a year-long Routine Exams Raffle, encouraging employees to get their annual physical, their eye exam, and two dental cleanings. One winner received a Philips Sonicare and the other received a \$150 Amazon gift card. Other events included the May Mental Health Challenge and the SparkAmerica Fall Fit City Challenge.



Routine Exams Raffle winners Brianna and Mario receiving their prizes from Elizabeth Bartz.

Events: For team building and sheer fun, State and Federal Communications hosted three popular events: a "Guess the Baby" Employee Photo contest, a Pumpkin Decorating Contest, and a Holiday Office Decorating Contest.

State and Federal Communications, Inc. | 6 www.stateandfed.com

Professional Development: State and Federal Communications remains dedicated to offering unparalleled professional development to its staff. This helps them excel in their profession, and to become more connected with the government relations community and the needs of Northeast Ohio. The following conferences and events are offered to employees throughout the year:



Local Events:

• 2021 Ethics and Professionalism CLE

Webinars:

Photos: 1] Elizabeth Bartz introducing panelists at the virtual Public Affairs Council Digital Media and Advocacy Summit 2] John Cozine and Jim Warner attending the Practising Law Institute's 2021 Corporate Political Activities program in Washington, DC. 3] State and Federal Communications staff attending the Akron Roundtable.







Mask Up 330

The Greater Akron Chamber approached State and Federal Communications to participate in its #MaskUp330 Campaign. Summit County's coronavirus cases were soaring, so the Chamber sought public

service announcement short videos and photos raising awareness about the importance of wearing a mask. During the first quarter of 2021, every member of the State and Federal Communications team appeared in a video

or a selfie, which was promoted on our social media, as well as the Chamber's.







Photos: Staff members showing off their State and Federal Communications masks.

Healthy Workplace Award

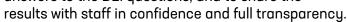
State and Federal Communications was honored to be a 2021 Healthy Worksite Recognized Award Recipient (for an employer with fewer than 300 employees) from the Healthy Business Council of Ohio. The Healthy Worksite Award recognized 100 Ohio employers who demonstrated a commitment to employee wellness through comprehensive worksite health promotion and wellness programs.

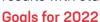
Diversity, Equity and Inclusion

State and Federal Communications works to create, implement, and sustain a culture of DEI by incorporating practices into the company's leadership activity, dialogue, hiring, policies, and communications. Recognizing the value of having cross-departmental collaboration, the company formed a DEIfocused working group, whose vision is led by President and CEO Elizabeth Bartz. In 2021, the working group continued to meet and shape the program for the coming years. If DEI efforts are to be genuine and lasting, we need to cultivate culture change with clear goals, roles, and relationships.

Consultation and Survey

State and Federal Communications is working with professional consultation from Heart to Heart Leadership for its next steps. In November of 2021, Heart to Heart Leadership conducted an anonymous and independent DEI survey with the staff. The aims of the survey were to get a baseline of sentiment from among the staff, to include as many voices as possible, to encourage honest answers to the DEI questions, and to share the

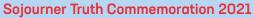




Goals for the coming year include communicating the results of the DEI survey, creating an ongoing forum with employees to have supportive, welcoming, and open conversations about DEI, and cultivating a wider participation by the staff.



State and Federal Communications makes professional development a priority. The following list of trainings we attended in 2021 illustrate how important DEI issues, including unconscious bias, racial equity, and poverty have been for our DEI journey.



Sojourner Truth said, "Truth is powerful, and it prevails." One hundred and seventy years ago, Sojourner Truth delivered her most famous speech at the Women's Rights Convention here in Akron, Ohio. We celebrated by sponsoring Ohio University Ebony Bobcat Network's commemoration of the 170th anniversary of Sojourner Truth's speech.

You can enjoy this promotional video for the Sojourner Truth commemoration by clicking on the screenshot below:

Strengthening Our Communities

Our community continues to experience challenges from the pandemic and from economic pressures. For State and Federal Communications, the four keys to maintaining a successful, long-lasting CSR program are: 1) identifying the needs in our community, 2) employing smart partnerships with the key organizations creating change, 3) listening to our employees and what they are passionate about, and 4) reporting on our community impact.

This company remains committed to creating a strong, healthy, and vibrant community. As the information in this section demonstrates, we continue to face the crises and decide how we should respond.

United Way

In November 2021. State and Federal Communications held its 22nd United Way campaign, with 100% employee participation. The company matches every dollar donated by its employees. In the previous year, the staff pledged \$34,400, and in response to that Elizabeth Bartz set a stretch goal of \$40,000 in 2021. Thanks to

the vision and generosity of the staff, we surpassed our stretch goal by pledging \$41,618.50. With the company match, we reached an astounding \$83,237. The average staff pledge was \$1095. The 2021 campaign increase was more than 19% over 2020.

The United Way Leadership Society recognizes annual gifts of \$100 or more to United Way of Summit & Medina. Out of the 38 staff who pledged in 2021, 15 people gave at this leadership level. Six gave at Crustal level (\$500-999) and seven gave at Fair Share plus. which recognizes those contributing at the Fair Share level, plus an extra dollar per paycheck.

The staff of State and Federal Communications enjoyed two bonus PTO days on November 24 and December 27, in recognition of reaching 100% participation and the stretch goal.

Campaign Recognition: At the 2021 United Way Annual Meeting. State and Federal Communications received the Community Changer Award, for "achieving 100% campaign participation and engaging employees at all levels of the organization." In addition, the company received the 2020 Firestone Award, for "unmatched participation in the United Way campaign with fewer than 100 employees." It was a terrific day and we captured the moment in this video:



Stuff the Bus Sort-A-Thon: Joe May participated in the 2021 Stuff The Bus Sort-A-Thon at United Way of Summit & Medina on August 23. The volunteers sorted nearly 30,000 school supplies, enough for six schools. Stuff The Bus helps at risk students in Akron Public Schools have everything they need to start the school year prepared.



Photo: CSR Manager Joe May with volunteers at United Way of Summit & Medina's Stuff the Bus Sorta-thon

Photo: CSR Manager Joe May with United Way of Summit & Medina President and CEO Jim Mullen

Akron-Canton Regional Foodbank

The demand for food assistance in our community continues. State and Federal Communications stands with the Akron-Canton Regional Foodbank (ACRFB) in saying no to local hunger. Our efforts in 2021 helped stock the shelves for families in need.

According to the ACRFB website, "Food insecurity refers to the USDA's measure of lack of regular access to nutritional food for an active and healthy life. Feeding America estimates that the

food insecurity rate in Summit County is 13.8 percent of the total population, 74,960 individuals. The child food insecurity rate is 19.1 percent, 21,800 children.

In 2020, your Foodbank distributed 12,639,757 pounds of food and essential items to families in need in Summit County, the equivalent of 10,231,858 meals. Of that, 2,588,618 pounds was fresh, nutritious produce, which was distributed for free."





Harvest for Hunger Campaign Kickoff:

On February 16, 2021, the Akron Canton Regional Foodbank held its 30th Harvest for Hunger Campaign Kickoff. For the second year, Elizabeth Bartz was proud to co-chair the event. The kickoff was held virtually. You can see Elizabeth Bartz and co-chair Sam Faletta in this video.

Harvest for Hunger Campaign:

Through the online giving platform TeamRaiser, State and Federal Communications raised \$3625, which is the equivalent of 14,500 meals provided for families in need. The company's campaign total is a 17% increase over last year.

Photos: Elizabeth Bartz filming the 2021 Harvest for Hunger Virtual Kickoff, Click on the frame below to watch!



It's a Wrap: The Akron-Canton Regional Foodbank stopped by in June to film Elizabeth Bartz for a **thank you video** to all who contributed to the Harvest for Hunger Campaign. The video features the co-chairs of the event, Elizabeth Bartz and Sam Falletta, CEO of Incept. Elizabeth Bartz has shown a remarkable two-year commitment to the Foodbank during a time of great need. That's leadership.

Top Photo: Elizabeth Bartz with Natalie Peacock ACRFB film crew

The Foodbank's Stark County Campus: Elizabeth Bartz and CSR Manager Joe May attended the Ribbon Cutting ceremony for the Akron-Canton Regional Foodbank's new Stark Campus on July 1. This triumph in the community coincided with State and Federal Communications' 28th anniversary.

The Foodbank unveiled the new facility at 1365 Cherry Avenue in Canton, OH. The new campus distributes food to the 65,000 people who are experiencing food insecurity in Stark County. We were thrilled to stand with the Foodbank at this expansion of help.

Middle Photo: Ohio Secretary of State Frank LaRose, John Nicholas of J.M. Smucker Co., and Elizabeth Bartz

Hunger Action Month: In September, State and Federal Communications participated in promoting Hunger Action Month on behalf of the Akron-Canton Regional Foodbank. The company created a pair of public service announcement videos to raise awareness of hunger in our community and how we are supporting the Foodbank.







Strengthening Our Communities

The Great Cookie Caper

Elizabeth Bartz decided to increase her support for the Girl Scouts in 2021. In this Great Cookie Caper, Bartz bought 650 boxes of assorted Girl Scout cookies. She helped 65 scouts in the process! "I love helping the Girl Scouts and I didn't eat a single cookie!" said Bartz.

So, what do you do with 650 boxes of cookies? Always thinking

about corporate social responsibility, Bartz decided to give 150 boxes to Stewart's Caring Place and 500 boxes to the Akron-Canton Regional Foodbank. Stewart's Caring Place helps cancer patients and their families. These treats will go a long way to spread some happiness.

The Foodbank aims to stamp out hunger in our community. Dan Flowers of the Foodbank said, "We often do not realize just how much having a little sweet treat can make someone's day."

Elizabeth Bartz and staff from State and Federal Communications had fun delivering this mountain of cookies. Cookies make the world a better place.







Be an Angel for the Holidays: Every year State and Federal Communications has a holiday service project for various nonprofits. At the end of 2020, Erin Victor from the Akron Snow Angels told us, "There are children walking to school without socks. There are homeless people who brave the winter without the proper outerwear."

The mission of the Akron Snow Angels is to "spread warmth and connect with the most vulnerable in our community by providing basic essentials and fostering compassionate friendships while inspiring others to do the same."

As a response, State and Federal Communications held its Be an Angel for the Holidays drive until January 15, 2021. We collected 292 pairs of socks, 108 hats, 25 scarves, and 135 pairs of gloves under the tree! On January 18, we met with Erin Victor to deliver the donations with love from State and Federal Communications.



Photo: With Erin Victor of the Akron Snow Angels

Strengthening Our Communities

Community Engagement

While State and Federal Communications continues to observe COVID-19 precautions, the staff found many opportunities to help in the community. Our employees participated in the iC.A.R.E. Mentoring program, the Annunciation Akron Church's Good Samaritans food distribution, the Akron Rotary Camp, and the Court Appointed Special Advocates (CASA). The total community engagement was 61 hours.

As a benefit of donating one percent of their salary to the United Way campaign, employees of State and Federal Communications receive 30 hours of charitable service, where they can use those hours at the nonprofit of their choice. Those who donate one-half percent receive 12 hours of charitable service.

Good Samaritans Food Distribution:

Corporate Social Responsibility Manager Joe May spent a Wednesday morning each month of 2021 with the Good Samaritans ministry at Annunciation Akron Greek Orthodox Church. Through a partnership with the Akron-Canton Regional Foodbank, this outreach provides supplemental food to anywhere from 50 to 200 households a month. Distribution is on the second Wednesday of every month.



Photo: CSR Manager Joe May (center) with volunteers from Annunciation Church



Ben Fink, Compliance Assistant, Volunteered at Akron Rotary Camp:

How long have you been associated with the Akron Rotary Camp? I have been associated with Rotary Camp for four years now. I started my first summer in 2017 and worked two summers and two off-seasons. This summer, I am trying to get out and help and see the staff and campers whenever I can. Who are they and what do they do? Akron Rotary Camp offers a full summer camp experience to children and adults with special needs. They offer eight weeks of overnight and day camp for all ages and ability levels with trained staff to handle every situation. The mission statement of camp is to live in a world where there are only abilities.



Zoe Wrisley, IT Assistant, Volunteered at iCare Mentoring:

What made you decide to try the iCARE Mentoring program? It all started when Community Outreach at Kent State encouraged students to become a mentor for the iPromise program, to help high school students prepare for success in college and discover their interests. I volunteered because I thought it was an important role that would have a positive impact on Akron youth.

How would you describe your role as a mentor? Since joining, iCARE mentoring has shifted its focus from primarily college readiness, and now puts more emphasis on helping students build constructive relationships with adults and providing overall support for students from the community. My role as a mentor varies over time, but so far has included serving as a motivator, a tutor, and a friend.

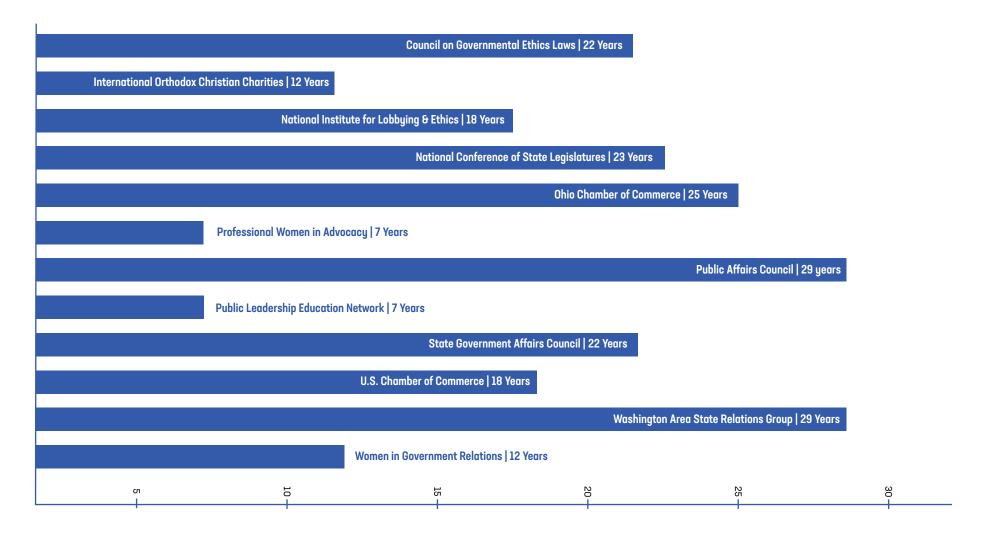
Leadership

The State and Federal
Communications team demonstrates
leadership by our expert service to
our clients and in our service to the
community. Leadership is something
we consciously cultivate, and it is
an integral part of our corporate
social responsibility. Through good
leadership we navigate difficult times
and decisively face the challenges
we see in our community.

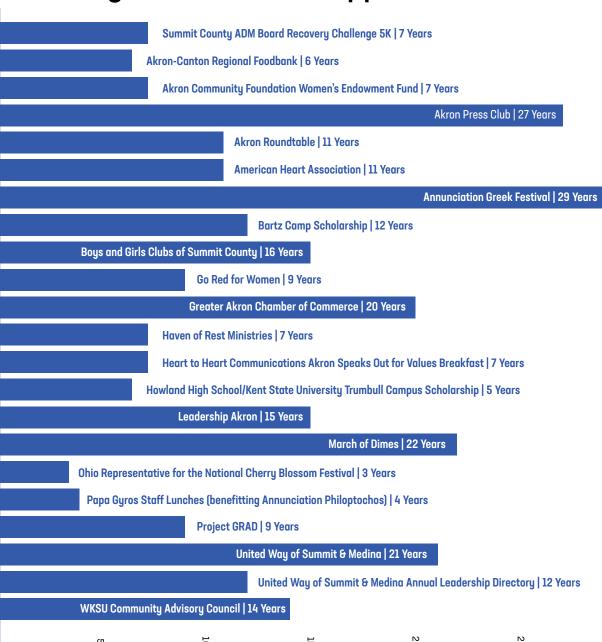
Longevity

State and Federal Communications has a long history of maintaining memberships in all the key government affairs organizations. It offers major sponsorships and donations to organizations ensuring the wellbeing of the industry. This company has been supporting our industry partners for decades with memberships and significant sponsorships. Every year we send a team from our staff to attend the national conferences of all the representative organizations.

National Organizations We Support



Local Organizations We Support



Our community is rich with amazing organizations bringing about positive change. We partner with them by our membership and sponsorships.



Photos: Top: 2021 Graduating class of Leadership Akron's Torchbearers, including Research Manager Joanna Kamvouris Bottom: Elizabeth Bartz introducing U.S. Senator Sherrod Brown at Akron Roundtable





Elizabeth Bartz

Elizabeth Bartz, President and CEO of State and Federal Communications, serves on the Board of Directors of the National Institute on Lobbying and Ethics, the Public Affairs Council, the Public Leadership Education Network, the Greater Akron Chamber, the American Hellenic Institute, and the United Way of Summit & Medina. Additionally, she is a Platinum Foundation member of the National Conference of State Legislatures.



Adrienne Borgstahl

Adrienne Borgstahl, Esq., Manager, Compliance Services, is the Secretary of the Board of Trustees for the Court Appointed Special Advocates.



Gamble Hayden

Gamble Hayden, Coordinator, Federal Compliance Services, serves as Chair for the Diversity, Equity, and Inclusion Committee of Women in Government Relations.



Photo: Dan Flowers, President and CEO of the Akron-Canton Regional Foodbank, with Elizabeth Bartz, who chaired the Harvest for Hunger Campaign two years in a row.



Rebecca South

Rebecca South, Associate Director, Federal Compliance Services, is president of Women in Government Relations Toastmasters International.



Jonathan Spontarelli

Jonathan Spontarelli, Manager, Marketing and Digital Services, serves on the Board of Directors for the Washington Area State Relations Group.



Photo: Adrienne Borgstahl with the State and Federal Communications team at CASA's *I am for the Child* Breakfast at Firestone Country Club

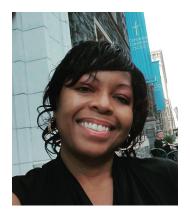


Leadership

Elizabeth Bartz Recieves the ATHENA **Akron Leadership Award**

ATHENA Akron is dedicated to bringing women leaders together, offering exceptional programming, and an opportunity to connect with women leaders in the Akron area. On November 20, 2021, ATHENA Akron held its Leadership Awards Celebration. Elizabeth Bartz was a Leadership Award finalist honoree.

On April 14, Elizabeth Bartz was the featured leader at ATHENA Akron's Q&A With a Notable Speaker. Here is what their event page said: "Join ATHENA Akron...as we welcome Elizabeth Z. Bartz. President and CEO. State and Federal Communications, Inc. Elizabeth will tell us her story and answer questions from our moderator, Becky Guzy Woodford, Retired Senior VP, Greater Akron Chamber, and President, ATHENA Akron Board of Directors."



Gamble Hayden, WGR Distinguished Member Award 2021

State and Federal Communications is proud to recognize Gamble Hayden, who received the 2021 Women in Government Relations (WGR) Distinguished Member Award. Gamble serves as the group's DEI Committee Chair and as a member of the Professional Women in Advocacy (PWIA) Conference Planning Committee. She is an active member of WGR, representing State and Federal Communications at a number of WGR's various task force and committee meetings and events. According to the organization, "The Distinguished Member Award, [our] highest honor, is presented annually to a WGR member who has demonstrated outstanding service, initiative, innovation and dedication to WGR's goals throughout the years. Members are nominated by their peers and colleagues. Competition is strong due to the level of commitment so many members of WGR give to this organization."

Gamble Hauden has also been a key member of State and Federal Communications' DEI Committee and a wonderful advocate of positive work culture.

Leadership

Ohio Birthday Party:

Happy 218th Birthday, Ohio! State and Federal Communications was proud to be sponsoring the The Ohio Society of Washington DC's Ohio Birthday Party celebration for its 14th year! Elizabeth Bartz is seen with the Greater Akron Chamber for a cake cutting.



Akron State of the City Address:

State and Federal Communications was a sponsor of the 2021 Akron State of the City Address at the Akron Civic Theater on August 9. This was a unique address for a unique time. Mayor Dan Horrigan talked about the efforts the city has made to wrap up the redesign of downtown, to face the challenges of the pandemic, and to address racial equity and justice. Several of the programs the mayor mentioned as helping during this crisis, were the same ones State and Federal Communications has supported: the United Way of Summit & Medina, the Akron-Canton Regional Foodbank, and the Akron Public Schools. We're in this together. We remain hopeful and determined.

Boys and Girls Clubs of Northeast Ohio | Aspire! 2021: In March, State and **Federal Communications** sponsored Boys and Girls Clubs of Northeast Ohio's Aspire! 2021 virtual fundraiser.

This event featured news anchor Sara Shookman, emcee of the event, and Akron Public Schools Board Member Patrick Bravo.

According to the organization, "Boys & Girls Clubs of Northeast Ohio provides kids ages 6-18 safe, fun places to go after school with a focus on academic success, healthu lifestyles, and character development."

Elevate Akron 2021:

State and Federal Communications sponsored the Elevate Akron 2021 Yoga Festival on July 15 at Lock 3. We staffed a table, and when asked why we were there, we talked about our support for wellness in the community. More than a thousand people came together to be healthy and have fun.

The State and Federal Communications table became a goodwill haven because we offered cold water bottles (on a day when it was 88 degrees), fruit strips, and other goodies. Click on the screenshot below to see this video we made about Elevate Akron:



Joanna Kamvouris, Manager, Research Services, Graduated from Akron Torchbearer's Class of 2021:

What is this program? Torchbearers is a volunteer-run organization founded in 2003 to strengthen the connection between Akron-area nonprofits and emerging leaders as well as to further efforts to attract and retain emerging leaders in Greater Akron. The organization is a bridge between established leadership of the community and leaders of the future. Torchbearers works with more than 150 local organizations, including the Akron-Canton Regional Foodbank, the Akron Snow Angels, Downtown Akron Partnership, and the International Institute of Akron.



Kate Shenk

State and Federal Communications has been a long-time supporter of Women in Government Relations (WGR). As a member of the WGR Empowerment Network for nearly a decade, State and Federal Communications has made the active decision to invest not only in WGR but in their staff, advancing the role of women in government relations through professional development and leadership opportunities.

Elizabeth Bartz, Charter member of the WGR Executive Leadership Forum, is always encouraging her staff to grow and lead as is evident by the fact that both Rebecca South and Gamble Hayden are recipients of the WGR Distinguished Member Award, WGR's highest honor. This award is presented to a WGR member who has demonstrated outstanding service, initiative, innovation and dedication to WGR's goals throughout the years. Each State and Federal Communications WGR member has given so much to the organization and we are so grateful for their support of WGR's mission and dedication to this community that supports women's leadership in government relations.



Photo: Gamble Hayden at the WGR DEI Committee meetup in May 2019



Ken Babby

I have had the pleasure of knowing Elizabeth here in Northeast Ohio and Washington D.C. for more than 10 years. Elizabeth is lightning smart, with boundless energy. She is a force and someone you want on your side. When she takes on a project, it gets completed the right way, because she and her team outwork anyone. She is loyal, passionate and above all else, always in your corner.

Ken Babby, Owner & CEO Akron RubberDucks (AA Affiliate of the Cleveland Guardians)

Photo: L to R Ken Babby, Akron Mayor Dan Horrigan, and Elizabeth Bartz



Protecting Our Environment

State and Federal Communications is committed to doing its part to protect the environment. The company focuses on four areas of recycling: single-use packaging, paper and cardboard, electronic waste, and fluorescent bulbs.

Protecting Our Environment

Recycling: 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 are placed in proper recycling bins rather than sent to landfills. In 2014, State and Federal Communications began using a reverse osmosis water dispensing system. As a needed precaution because of the pandemic, from January until June of 2021, we suspended the use of the reverse osmosis dispenser. 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. (The City of Akron does not make individual curbside recycling totals available.)

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.







TOTAL 2938 Pounds (1.469 Tons)

Cans for Corridors



In September 2019, State and Federal Communications began to partner with the Akron Zoo in their Cans for Corridors program. By bringing aluminum cans to their collection center, the Akron Zoo sends the money collected from recycling to the Durrell Wildlife Conservation Trust. This organization works with Instituto De Pesquisas Ecologicas in Brazil to plant trees, reestablishing vital tree corridors in the suffering Brazilian rainforest. By discarding our used aluminum cans, we are now planting trees in Brazil! In 2021,

we collected 3000 cans, which planted 60 trees.





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