

Transforming
Intention Into Action

Together

TEKSYSTEMS GLOBAL REPORT 2023

DIVERSITY, EQUITY AND INCLUSION • CORPORATE SOCIAL RESPONSIBILITY • SUSTAINABILITY



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Message From Our President



At TEKsystems, we're committed to acting with intention and integrity. Trust, high ethical standards and social responsibility are the foundation of our 40-year history. We're not just about solving complex business and technology challenges.

We believe that building a better tomorrow means more than just accelerating business outcomes. This report outlines our efforts in 2023 to bring our core values to life.

Our core values serve as our compass and guide our behaviours. **Inclusion** is essential to creating an environment where everyone feels welcome, seen and valued. I'm inspired by the partners throughout our company who actively seek and embrace diverse backgrounds and perspectives, fostering a community where every person feels understood and respected.

Serving others also holds a special place in our culture. We find meaning and purpose in creating opportunities for our clients, consultants and colleagues and positively impacting our communities. We're proud to support organisations whose missions align with our own.

As we reflect on our accomplishments in 2023, let's look ahead with the intention of continuing to grow, evolve and build a better future.

Mark Collins
President

Prioritising DEI From the Inside Out

[TEKsystems' DEI in IT Report](#)

[Seramount Inclusion Index](#)

[CEO Action Pledge](#)

[Disability Equity Index: Best Places To Work](#)

Core Values

We firmly believe that who we are as a company—our culture, purpose and core values—directly affects how we show up and deliver for our stakeholders. Over the past few years, we’ve evaluated our purpose-driven culture and discovered how firmly rooted we are in these core values.



Relationships

People are the heart of our business, and we value deep, interpersonal relationships to enable collaboration and foster growth and development. We view every interaction as an opportunity to strengthen our relationships internally and externally.



Personal and Professional Growth

We think one of the greatest gifts in life is to help someone else achieve their goals and live life to the fullest. We must develop ourselves, grow, and support those around us at home and work. We are thirsty for wisdom, eager for opportunity and accountable for improvement.



Serving Others

We strive for excellence through serving others. We delight in the opportunity to serve the needs of our customers, consultants and one another. We draw personal meaning from service at work and in the communities we serve.



Performance

We believe our role in work and life is to drive positive outcomes for people and our business. We push to achieve extraordinary results in concert with our character and ethics, showing up with energy and passion for winning together. We believe in the power of goals and the force of will, and we tackle challenges with grit and resilience.



Inclusion

We seek out and embrace diverse backgrounds, life experiences and individual perspectives because we believe that leveraging differences and fostering the full participation of every employee positions us to achieve our goals and create opportunity for all. We practice unbiased empathy to ensure every person feels seen and heard, and no matter who you are, you can flourish.



Open Communication

We see the caring and respectful sharing of information and feedback as a responsibility of everyone and fundamental to having honest relationships, knowing that context and coaching make us better. We err on the side of communicating more as opposed to less while staying true to our commitments and acting in harmony with our words.

About This Report

This report is a snapshot of what we do at TEKsystems to align our intentions with action. We aim to showcase how we create an equitable and inclusive culture, demonstrate how we support our communities and highlight how we drive impactful humanitarian and sustainability initiatives. Data in this report covers the period between Jan. 1, 2023, and Dec. 31, 2023.



OUR EMPLOYEES:

Inclusion. All Day.
Every Day.

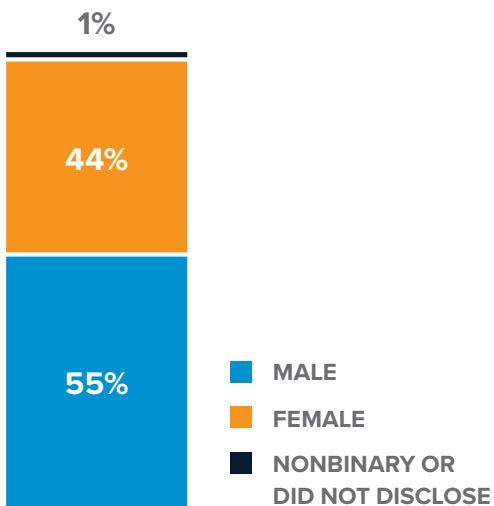


Representation

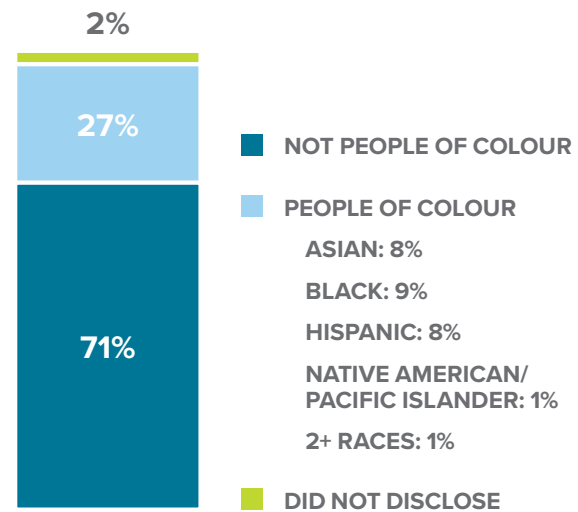
Creating an inclusive, diverse and equitable culture is crucial to employees maximising their opportunity and, ultimately, the success of our company. Our mission to make the IT industry more diverse and equitable for all is coalesced with our commitment to increasing representation within TEKsystems. Through transparency of opportunity, professional development options, and our robust DEI team and programming, we continue to provide equitable opportunities for all current and prospective employees.

NORTH AMERICA

Gender

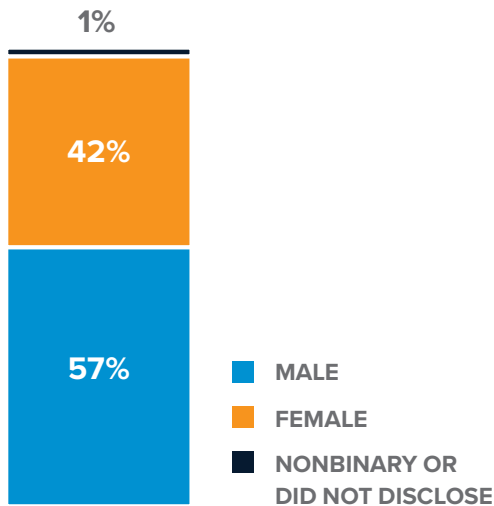


Racial and Ethnic Minorities



INTERNAL WORKFORCE: GLOBAL

Gender



Seramount Inclusion Index



Since 2021, TEKsystems has earned recognition for our inclusive workplace by ranking on the [Seramount Inclusion Index](#), which helps organisations understand trends and opportunities in demographic representation; creates a roadmap to drive internal change; and identifies inclusion, diversity and equity solutions to close any gaps. Inclusion on the index attests to TEKsystems’ best practices in recruitment, retention and advancement of qualified people from underrepresented groups; inclusive corporate culture; and demographic diversity for racial and ethnic minorities.

“To truly achieve diversity, equity and inclusion within companies, inclusion needs to be at the forefront. People start to lean in when they hear and experience inclusion first, which makes efforts more impactful. Efforts to deepen diversity without sufficient emphasis on inclusion will shed light on inauthenticity in an organisation, which in turn affects corporate integrity.”



Franklin Reed

EXECUTIVE DIRECTOR OF GLOBAL INCLUSION, DIVERSITY AND EQUITY

Inclusion, Diversity and Equity: People-First Mentality

We integrate inclusion, diversity and equity into all aspects of who we are and what we do. We’re dedicated to creating a culture that inspires performance, innovation and responsible action.

We seek to instill the value of inclusion into employees throughout their experience—during onboarding and continuing with talent management, communication, professional development and leadership training. We ensure transparency of opportunity when promoting open positions through companywide communications, ensuring all have access to new opportunities. We want our employees to show up as they are and achieve their goals, uplifting their teams and contributing to the company’s overall success.

Employee Networks and Resource Groups

Our ERGs and ENs are open to all employees and allies. They play a vital role in our DEI strategy by creating opportunities for employees with shared experiences and backgrounds to connect.

Employee Resource Groups



Multicultural@TEK: individuals of different ethnic and racial backgrounds

NextGen@TEK: next generation of leaders and supporters

Pride@TEK: LGBTQ+ employees and allies

Women@TEK: women and allies

Health & Well Being@TEK: advocates for healthy and balanced life

Employee Networks

AdelanTEK: community for people of Hispanic/Latino descent

African Diaspora: community for people of Black and African descent

Arab Employee Network: community for people of Arabic descent

AZN: community for people of Asian / Pacific Islander descent

Caregivers: community for those who provide special care and support to others

Christian Employee Network: community for Christians

ENABLED (ENhancing ABilities & LEveraging Differences): community for diversely abled

Jewish Employee Network: community for people of Jewish descent

ONYX: community for Black women

TEKparents: community for parents and future parents

TEKsystems Executive Inclusion Board

The TEKsystems Executive Inclusion Board (EIB) is led by Mark Collins, president, and Franklin Reed, executive director of global inclusion, diversity and equity. The board is composed of 14 rotating members who serve two-year terms. With diverse backgrounds and invaluable perspectives, the board members further TEKsystems' mission to nurture inclusive teams, resulting in a highly engaged workforce and marketplace differentiation.

The EIB challenges existing business, social and cultural norms, attitudes and behaviours that are antithetical to our goals related to inclusion, diversity and equity.

Diverse Recruiting

By seeking out and embracing diverse backgrounds, TEKsystems leverages differences and fosters the full participation of every employee. Senior-level leaders are committed to creating a diverse and inclusive workforce. To achieve this goal, our strategy includes recruiting, mentoring, supporting and promoting a diverse workforce and partnering with organisations whose missions align with our purpose:

- [Per Scholas](#)
- [CompTIA](#)
- [Thurgood Marshall College Fund](#)
- [Hispanic Technology Executive Council \(HITEC\)](#)
- [National Sales Network](#)
- [Information Technology Senior Management Forum \(ITSMF\)](#)
- [Sistas in Sales](#)
- [Out for Undergrad \(O4U\)](#)

- Clubs and professional groups at the college and professional level
- HBCUs

Leadership Development

TEKsystems invests in a programmatic approach to leadership development that is designed to support all employees, no matter where they sit in the organisation. Our leaders strive to inspire a shared vision, solve problems, lead inclusively, manage conflict, empower, delegate, build relationships and help navigate the changing landscape. Our mission is to provide the framework so our people can own their personal and professional growth.

Best U is a TEKsystems platform that supports personal development and launches the employee journey toward growth and fulfillment. It offers a variety of curated workshops centered around TEKsystems' core values, which allows employees to progress at their own pace. Each workshop supports the tenets of our core values and provides valuable insight, coaching and skill-building. Every workshop contains a recorded interactive session along with a participant guide and discussion guide.

As part of Best U, **RISE** is an intensive four-month programme with a live kickoff week. This programme is foundational for the leadership journey at TEKsystems. It focuses on self-development, awareness, accountability and empowerment while supporting everyone's progress toward their goals and is available to all TEKsystems employees. RISE has a focus on over-indexing our participants and mentor selections based on race and gender to address underrepresented populations within our leadership teams.

In 2023, 26% of the employees who went through the RISE programme identified as a person of color, and 49% identified as a woman.



OUR COMMUNITIES:

Creating Access to Opportunities



We enable enterprises to capitalise on change by anticipating trends and developing real-world solutions. Beyond the solutions we deliver, we want to enact change and sustain a lasting impact. That means impacting the communities where we live and work and creating more access to opportunity.

We back organisations whose missions match our purpose. Through intentional financial investment and employee engagement opportunities, our giving strategy is driven by:

- Advancing technology careers as well as overall workforce and career development
- Empowering our employees to contribute to causes meaningful to them
- Making lasting change in social justice and equity

“In my 25-plus years at Allegis Group and TEKsystems, my passion has always been creating connections between the success of our business and the success of our people. I’ve seen TEKsystems evolve into the global business and technology services company that it is today, and I’m proud to be part of the evolution. I value the amazing, talented people we have at TEKsystems, and I truly believe that our commitments expand beyond business.”

Faith Rottmann Johnson
VICE PRESIDENT, HUMAN RESOURCES,
TALENT ACQUISITION AND CORPORATE
SOCIAL RESPONSIBILITY



Corporate Social Responsibility

We believe in an inclusive, diverse and equitable society—from committing to [CEO Action](#) to investing in and supporting organisations dedicated to advancing diversity in IT. We continually look to contribute to organisations with shared values and purpose, seeking to enact meaningful change. We encourage our employees to actively support our global partners and local organisations, which they feel passionate about. Many of our employees volunteer their time and expertise to move missions forward.

We’ve established long-term partnerships with organisations whose missions align with TEKsystems. By committing to monetary investments, we can significantly impact helping those organisations achieve their goals.

Signature Partnerships: North America

Per Scholas

For nearly 30 years, [Per Scholas](#) has advanced economic equity through technology. They believe a thriving workforce starts with equitable access to education, envisioning a technology workforce as diverse as the customers it serves. Over 20,000 graduates have launched successful careers in tech to date through their no-cost technical training. They seek to advance economic equity through rigorous training for tech careers and to connect skilled talent to leading businesses.

Since 2015, TEKsystems and Per Scholas have partnered to provide access to opportunity for those underrepresented in the tech industry.

We intentionally evolved our partnership over the years from being a hiring partner to a customised, market-driven training

partner. TEKsystems provides coaching and career support throughout the training and matches newly skilled graduates with employers. Together, we want to change the industry by building pipelines for individuals underrepresented in IT to gain the in-demand skills they need to succeed. Our partnership brings together our business purpose with our commitment to following corporate social responsibility and driving inclusion, diversity and equity across our industry.

Today, we offer customised training in 10 cities: Baltimore, Boston, Charlotte, Chicago, Detroit, Orlando, Philadelphia, Phoenix, Pittsburgh and Seattle. Together, we have matched more than 1,000 graduates with careers in IT.

Thurgood Marshall College Fund

The [Thurgood Marshall College Fund](#) is the nation's largest organisation that exclusively represents the Black college community.

Member schools include the publicly supported historically Black colleges and universities (HBCUs) and predominantly Black institutions. Through scholarships, research initiatives, innovative programmes and strategic partnerships, the Thurgood Marshall College Fund is a vital resource for students in grades K–12 and beyond. We sponsor and participate in their annual



leadership institute, a gathering of HBCU students about to enter the workforce. In addition, we offer career coaching for individuals seeking jobs and internships.

Global Partnerships

CompTIA Spark

[CompTIA Spark](#) finds new ways to make tech exciting, accessible and inclusive through the power of their innovative programmes. For nearly a decade, TEKsystems has helped foster career opportunities for those underrepresented in the technology industry, most notably women and people of colour. TEKsystems has supported other CompTIA Spark programmes that cultivate cultures of inclusion:

- **TechGirlz:** inspiring middle school girls to explore technology careers
- **Women in Tech Summit (WITS):** a conference series exclusively featuring women speakers

Equal Justice Initiative

The [Equal Justice Initiative](#) is committed to ending mass incarceration and excessive punishment in the U.S., challenging racial and economic injustice and protecting fundamental human rights for the most vulnerable people in American society. They provide legal representation to people who have been illegally convicted, unfairly sentenced or abused in state jails and prisons.

Technovation

[Technovation](#) invests in and supports young women to become tech entrepreneurs and leaders. They focus on a three-part model to help girls develop greater self-efficacy and change their attitudes toward STEM::

- Identify real-world problems.
- Build a team.
- Get the community involved.

Technovation and TEKsystems Global Services work together to prepare young women with business skills and provide the spark that they need to discover their full potential as future tech leaders. Employees give back to their communities through meaningful volunteering opportunities. Both organisations believe that diversity fuels innovation and makes businesses stronger..

NPower

[NPower](#) is an employment programme that provides free, in-demand digital and professional skills training. Our partnership with NPower Canada helps drive inclusion, diversity and equity in technology by directly supporting 73 learners in trainings with NPower with skills and opportunities to advance their career in technology.

Doddagangavadi Government Higher Primary School

TEKsystems Global Services India supported Doddagangavadi Governemnt Higher Primary School with the revitalisation of their school, creating an inspiring and conducive environment for learning.

Contributions include:

- **Vibrant Classrooms:** Freshly painted classrooms and corridors now burst with colour and light, creating an engaging atmosphere.
- **Enhanced Learning Spaces:** Upgraded furniture and equipment have been installed to make learning more interactive and enjoyable.
- **Improved Sanitation:** Enhanced sanitation facilities promote better hygiene and well-being for all students.

These improvements are set to have a lasting impact on the students' education and overall experience. The commitment and hard work of our volunteers have not only upgraded the school's infrastructure but have also instilled a renewed sense of hope and motivation within the community.

Prakash Nanjappa Sports Academy

Prakash Nanjappa Sports Academy's (PNSA) vision is to encourage children to play sports to improve community participation. PNSA believes in creating sports enthusiasts at all levels by building the basics to improve young athletes' skills. We have collaborated with PNSA to fund the purchase of equipment and accessories for athletes.

Local Schools

TEKsystems teams support the renovation of a local school in a local village, including creating digital classroom solutions and providing essential classroom infrastructure like electricity, desks, tables and general repairs.



Tech She Can

Our teams in Europe support [Tech She Can](#), whose mission is for women to be equal members in creating and developing the new technology businesses, products and services that shape our world, ensuring technology works for all. With 13 trained and approved champions, TEKsystems has successfully delivered lessons and assemblies to more than 1,000 children across 15 schools throughout the U.K., covering topics such as technology in gaming, fashion, space and sports.

Employee Engagement



MLK Day of Service

At TEKsystems, we collectively recognise Martin Luther King Jr. Day as a day of service in the U.S. Our team members engage in organised service activities that are meaningful to them—an event coordinated with their office or department, a community event, something with their family, or any number of other opportunities to give back each January.

Some of the service activities include:

- Organising donations (furniture, clothing, household items)
- Assisting in a food pantry
- Performing commercial revitalisation tasks
- Picking up trash
- Removing overgrown plants

“At TEKsystems, we live our core value of serving others by showing up every day to serve our customers, consultants and communities. We are proud of our CSR global programmes and of the employees dedicated to supporting organisations worldwide.”



Alice Zients

MANAGER, CORPORATE SOCIAL RESPONSIBILITY, WORKFORCE DEVELOPMENT AND FOUNDATION MANAGEMENT

Employee Matching Programme

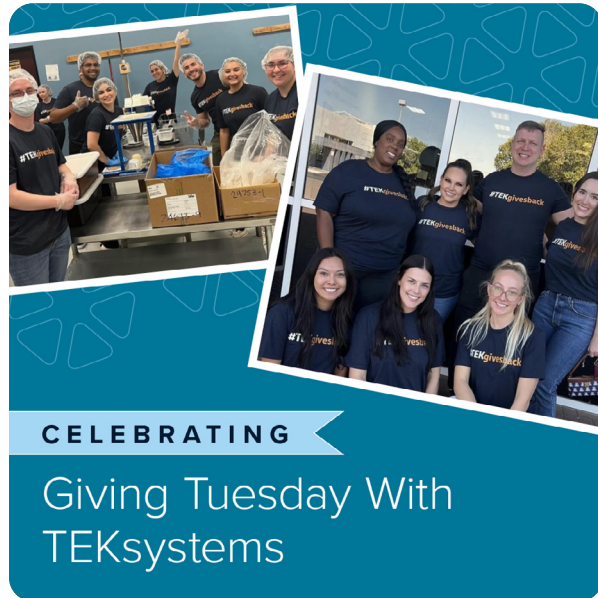
We empower employees to support the causes they feel passionate about—whether it’s a team that comes together to give back to their community or an employee who rallies the support of their peers for a cause close to their heart.

Through our TEK Gives Back programme, we provide matching funds for employees who raise money for a qualifying charitable organisation.

In 2023, TEKsystems’ employees raised **\$151,560**, which TEKsystems matched dollar for dollar. Employees also volunteered **10,000-plus** hours for global initiatives.

@LifeAtTEK

[@LifeAtTEK](#) is our corporate Instagram channel that gives our customers, consultants and applicants a closer look into the heart of our organisation—our people. It’s dedicated to celebrating our employee community and celebrates our core values in action.



Global Code of Conduct

As a member of [Allegis Group](#), TEKsystems serves thousands of communities, customers, employees and each other. We provide our people with a [Global Code of Conduct](#)—a resource that describes and reinforces who we are and how we conduct ourselves in every part of the world. We designed our code to remind us of our commitment to our company's stakeholders. It also reminds us that our fundamental core values bind our network of specialised companies together. The code and related training, compulsory for all our staff, reinforce our pride in working for an organisation that embraces honesty, integrity, respect and ethical behaviour in everything we do.

Safeguarding Privacy and Annual Enterprise-Wide Training

TEKsystems is committed to safeguarding the privacy of our customers, candidates and employees. We ensure that any data under our control is secured effectively. Our [Data Privacy Notice](#) is available on [TEKsystems.com](#). TEKsystems has information security management systems aligned with the requirements of ISO 27001.

Our staff undergoes annual, compulsory training on data security and privacy responsibilities.

Allegis Group is committed to maintaining a safe and productive work environment and minimising risks across all aspects of our business. In line with this commitment, all employees are required to complete specific training courses at the time of hire and every year.

Our enterprise-wide training includes:

- Allegis Group Global Code of Conduct
- Allegis Enterprise Data Security Curriculum
- Allegis Enterprise Privacy and Data Protection Curriculum

Ethics

We strive to provide our employees and stakeholders with a safe, productive work environment where they feel comfortable raising concerns. In addition, we have an open-door policy to encourage reporting noncompliance issues. We work with EthicsPoint, an independent external ethics reporting hotline service provider, to support employee anonymity. Any reports made are treated in confidence and are thoroughly investigated. We want our employees to feel comfortable raising concerns without fear of retaliation, so we have a zero-tolerance policy for any act made against anyone who makes a good faith report of actual or suspected misconduct.

Any form of bribery or corrupt practice is strictly forbidden. Our employees are trained regularly in our antibribery and anticorruption policy, which includes prohibition of accepting any form of facilitation payment, giving or accepting extravagant gifts, or practicing anything that could be interpreted as bribery.

We comply with all legislation to ensure everyone who works with our organisation is treated fairly and equally. Our policies are in place to make sure all TEKsystems business is conducted honestly and ethically per the letter and spirit of applicable legal and regulatory requirements in the jurisdictions where we carry out our operations. For more legal policies, please see our latest statement on the Allegis Group website.

Suppliers

Our [Supplier Code of Conduct](#) sets ethical standards for TEKsystems' current and potential suppliers. We view these partnerships as critical to our success and work only with suppliers who share our commitment to conducting business ethically and with integrity.

Our supplier diversity programme seeks to enhance the development of MBE, WBE, DBE, LGBTQ+, SDVO, DVBE and HUB zone businesses to enable them to compete for business with our well-established customers. We support increased spending with these businesses by establishing long-term, mutually profitable relationships.

Working in partnership with qualified suppliers, we explore ways to continuously assess, develop and build the services we offer to our customers and consultant populations while positively affecting the organisation's growth.

We have successfully assisted our suppliers in capturing more than \$1 billion in revenue in the past five years. We often serve as a mentor to our sub-vendors, providing them with insight into how we do business and helping them avoid some of the struggles smaller and less experienced organisations face. We enable them to increase their capacity to scale by allowing them to focus on recruiting and screening candidates and having us focus on the sales portion of the business. This allows companies with whom we partner to increase their revenue and

headcount at a rate that they would be unable to if they also needed to focus on growing their customer base simultaneously. Our dedicated sub-vendor team manages these relationships and ensures our sub-vendors' satisfaction and success.

While we have a robust network of MBE, WBE, DBE, LGBTQ+, SDVO, DVBE and HUB zone sub-vendor partners, we continue to work to identify new partnerships and increase the business we do with a broad array of companies. We do this by:

- **Leveraging current certified sub-vendor capabilities:** Our sub-vendors have always offered a more comprehensive array of services than simply staffing support. As we continue to grow our capabilities, we will continue to learn about the new offerings our partners have to help them grow.
- **Reviewing individual engagements with new companies:** Every time we engage with an organisation not part of our approved sub-vendor programme, we review that company's information to validate their status and if there is an opportunity to partner more closely with them. We understand that driving the utilisation of certified companies is a priority not just for us but our customers as well. We also understand that our customers may not always be looking to add new direct supplier relationships. Because of that, we can help onboard suppliers to our programme while also ensuring those companies can get through our rigorous vetting process. This allows our customers to access that company's talent and have TEKsystems supply customised reporting to meet their needs and oversee the third-party management process. With more than 100 sales and recruiting offices throughout the U.S., we are uniquely positioned to build a relationship with our suppliers at the corporate level.

Supplier Certification

Our supplier diversity programme requires all potential sub-vendors to present National Minority Supplier Development Council (NMSDC), state, city or local MWBE certification documents. We also partner with an external agency to validate the data that our partners provide and aid us in our reporting capabilities. Since 2013, we have nearly tripled our total MWBE spending from \$125,578,523 to \$356,720,028.

Diverse Supplier Executive Alliance

We're proud of our Diverse Supplier Executive Alliance, which allows clients to spend money directly with MBE, WBE, DBE, LGBTQ+, SDVO, DVBE and HUB zone businesses. We identify where the vendor needs help from IT services to recruiting to contracting to financial support and provide support on these engagements as a subcontractor to the certified supplier.

Sustainability

We understand our responsibility to minimise the impact of our business on the world around us. As a result, we proactively seek opportunities to improve our company's conduct directly and through our business partnerships.



To maximise our transparency and our ability to have the most considerable positive impact as an organisation, we manage our environmental, social and governance (ESG) reporting through our parent company, Allegis Group, in accordance with best practices for reporting on the highest available scope. We measure and report our annual greenhouse gas (GHG) emissions for Scope 1, 2 and 3 and participate in the Carbon Disclosure Project (CDP). CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Allegis Group, through the Allegis ESG team, continues to improve the GHG emission calculation process to obtain increasingly accurate group-level measurements. Further details about our carbon footprint reporting are available on the [official CDP website](#).

One of the most significant direct contributors to our carbon footprint is the office space we occupy. As of June 2022, our global corporate campus in Hanover, Maryland, is powered by electricity from renewable sources (wind/solar), which means that approximately 10% of our global energy usage is now procured from renewable sources. We participate in two sustainability assessment tools:

- <https://ecovadis.com/> (Allegis Group Inc.)
- <https://www.cdp.net/en> (Allegis Group Inc.)

For a technology services company such as TEKsystems, IT equipment is an important area of focus as we look to reduce environmental impact. We have a range of measures in place to minimise the adverse effects of technology in the workplace. These include the deployment of sustainable on-demand printing in all our offices, as well as the remarketing and recycling of old IT equipment.



Looking Ahead

At TEKsystems, our people, customers and communities remain at the centre of everything we do. We're a team of 80,000 strong—brimming with fully-engaged, hands-on collaborators who are passionate about accelerating positive change. We look forward to broadening our impact and expanding the difference we can make in years to come. **Owning change together.**







About TEKsystems and TEKsystems Global Services

We accelerate business transformation for our customers. We bring real-world expertise to solve complex technology, business and talent challenges—across the globe. We're a team of 80,000 strong, working with over 6,000 customers, including 80% of the Fortune 500 across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We're strategic thinkers, hands-on collaborators, helping customers capitalize on change. We're building tomorrow by delivering business outcomes and driving positive impacts in our global communities. TEKsystems is an Allegis Group company. Learn more at [TEKsystems.com](https://www.teksystems.com).