



Corporate Social Responsibility

People: Logic20/20 Inc. is a privately owned company that emphasizes being the best company to work for and the best company to work with. We are a values-driven organization, both in our personal relationships and in the outcomes that we deliver for our clients. As a team, we were able to define the fundamental beliefs that drive our actions, including: Drive Toward Excellence; Act with Integrity; and Foster a Culture of 'We'.

All employees receive a living wage; adequate health care benefits; access to a retirement plan with employer-matching contribution; generous PTO, which includes paid time off for new parents, bereavement, or other personal responsibilities. Employees have training opportunities, quarterly reviews, and numerous opportunities for personal and career growth throughout the year. Requests for individual accommodations are always welcomed and managed by our Human Resources team.

Diversity & Inclusion: Logic20/20 Inc. is a certified Minority Business Enterprise (MBE) and Supplier Diversity Partner. We are committed to supporting diversity within our own organization as well as client Supplier Diversity initiatives that promote an ethnically diverse vendor supply base.

We're compelled to being a company where all people can thrive. Respect and inclusivity are fundamental to how we interact with our clients, each other, and our community. Our teams undergo training about diversity, inclusion, implicit bias, sensitivity, and more. Our learning is ongoing and driven with the help of our Diversity, Equity & Inclusion (DE&I) Committee. Their mission is cultivating an increasingly diverse workforce, promoting inclusion, and driving positive change in our broader communities.

Sustainability: Logic20/20 is proud to be an industry leader in corporate sustainability. Our Seattle Headquarters, located at 1501 1st Ave, received a LEED Gold Certification, which designates buildings with optimized energy efficiency and environmental awareness. It operates using an energy saving, automated lighting system and motion sensors, and includes underground parking for reduced heat island effect to reduce electricity consumption. Our office is located near bus, light rail stations, and the Washington State Ferry terminal, and provides bike lockers, a shuttle to local public transportation, and a Zipcar car sharing service which all help reduce carbon emissions.

In addition, our organization has been recognized as a Tier 2 green business through Envirostars, and is a silver medal recipient in sustainability management from EcoVadis. Also, we work with our clients, to assist them in meeting their goals. In this regard, we have established goals for future emissions reductions.

Privacy: Logic20/20 is committed to compliance with the General Data Protection Regulation (GDPR) & the California Consumer Privacy Act (CCPA). Our customers can trust that we have made data privacy a priority and have devoted significant resources toward complying with both GDPR & CCPA. To date, Logic20/20 has not experienced any customer data security incidents. Logic20/20 makes, and will continue to make, every effort to ensure third-party and internal data are secure.

Suppliers: We expect that our suppliers adhere to the same or better standards to which we commit ourselves, including, but not limited to, social responsibility, diversity and inclusion, and data protection.