



## 2024 CORPORATE CITIZENSHIP UPDATE

# Act Responsibly. Think Sustainable.

Evolving Solutions helps clients modernize and automate their mission-critical applications and infrastructure to support business transformation. We are client-centric consultants delivering technical solutions to enable modern operations in the hybrid cloud world

The Evolving Solutions Corporate Citizenship Update outlines our efforts to make an impact, with a focus on the communities where our teams live and work.

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[DIVERSITY, EQUITY, & INCLUSION](#) | [SOCIAL RESPONSIBILITY](#) |  
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# A Message from our President



At Evolving Solutions, our team members exemplify our Core Values each day. These values – Do the Right Thing, Be Humbly Confident, and Be a Team Player – do not just reflect how we operate internally. Rather, these are holistic values that also drive our interactions and commitments to our clients, vendor partners, prospective employees, and the communities we serve.

It is one thing to achieve business success. But, unless we do it the right way, that success does not matter. We must lift up our teams and communities along the way. We must act as environmental stewards throughout all stages of the supply chain. We must operate ethically and in a way that builds trust within our teams and communities.

Evolving Solutions is steadfast in our commitment to being a positive force for change. I invite you to join us on this journey and be a champion for positive corporate citizenship for all constituents involved.

**Bo Gebbie**  
President

## Corporate Citizenship at Evolving Solutions



# Diversity, Equity, and Inclusion



Evolving Solutions is committed to creating an inclusive culture of equity and inclusion for all our employees, where varied backgrounds and perspectives are valued and encouraged.

It's not just about stating the words. It begins with fair hiring practices and fostering an environment that brings us together to celebrate the differences that make us who we are. Evolving Solutions is committed to ensuring all qualified applicants receive consideration for employment without regard to race, color, religion, sex, age, national origin, protected veteran status, disability status, sexual orientation, gender identity or expression, marital status, and/or genetic information.

The organization is also focused on leveraging diverse suppliers where possible. For example, Evolving Solutions' proudly works with Nilan Johnson Lewis as our primary legal counsel, which is recognized as one of the largest certified women-owned law firms in the country. The firm is certified through Women's Business Enterprise National Council (WBENC), which validates businesses that are at least 51 percent owned, controlled, operated, and managed by a woman or women.

Internally, the organization makes training and enablement available to team members in all roles, with additional training available for people managers. Examples of these educational opportunities include courses such as: Blind Spots in Business: Ethical Diversity in the Workplace, Leading with Inclusion, and Neurodiversity in the Workplace

**100%**

TEAM MEMBERS FEEL WELCOME IN OUR ORGANIZATION<sup>1</sup>

**90%**

TEAM MEMBERS FEEL OUR ORGANIZATION VALUES INDIVIDUAL UNIQUENESS

**97%**

TEAM MEMBERS FEEL PEOPLE FROM ALL BACKGROUNDS ARE TREATED FAIRLY IN OUR ORGANIZATION

<sup>1</sup>Evolving Solutions, OfficeVibe Employee Surveys data as of November 2023

# Social Responsibility

**36%**

FEMALE REPRESENTATION ACHIEVED AT THE DIRECTOR LEVEL AND ABOVE

**95%**

TEAM MEMBERS SHARED THEY SEE CONCRETE ACTIONS THAT BRING THE ORGANIZATION'S COMMITMENT TO SOCIAL RESPONSIBILITY TO LIFE.

**6 Years**

SUPPORTING GENESYS WORKS AND THEIR MISSION TO PROVIDE PATHWAYS TO SUCCESS FOR UNDERSERVED COMMUNITIES

According to recent research by Zippia<sup>2</sup>, only 27% of tech jobs are held by women, and men hold 73% of tech jobs. Only 15% of tech jobs are held by Black and Latinx Americans.

It is imperative that our organization, our clients, and our vendor partners, work together to improve access to career opportunities in the technology field for underserved and underrepresented populations.

We have made a commitment to achieve this objective by supporting organizations like [Genesys Works](#), a nonprofit organization focused on expanding career pathways and opportunities for youth from underserved communities. Across the communities we serve, we believe we must partner with nonprofit organizations like Genesys Works and technical training institutions to help young people realize a technology career is within their reach.

<sup>2</sup>[2023]: [Tech Demographics + Trends](#), Sky Ariella, November 7, 2022.



# Community Impact



The Evolving Solutions team is comprised of some of the most talented individuals in the technology industry. We are focused on client-centric consulting and delivery of technical solutions to enable modern operations in a hybrid cloud world. The team that supports this approach, and our clients, are community-minded individuals who want to contribute to their communities' success.

Evolving Solutions and our team members support more than 50 nonprofit organizations each year. These organizations leverage both financial support and volunteer time to be positive forces for change.

Key organizations supported in the past year include:

## Workforce Development



Genesys Works is actively expanding career pathways and opportunities for youth from underserved communities while filling critical talent gaps by providing training, support, and internships to trailblazing young people who have big career aspirations, but little to no access to the networks needed to help them achieve their dreams.

## Food Insecurity



Second Harvest works to ensure healthy, nutritious food gets to the households who need it. Every day, Second Harvest works to source and distribute food efficiently, advocate for effective policies and programs, and invest in new ways to end hunger in the heartland.

## Environmental Impact

Treedom directly finances agroforestry projects across three continents. The philosophy is to realize sustainable ecosystems and allow thousands of farmers to support the initial costs of planting new trees, ensuring food autonomy, and income opportunities over time.

# Sustainability & Supply Chain

At the Evolving Solutions headquarters, we have launched or completed several sustainability initiatives, including:

- Replacing HVAC control units to facilitate more effective temperature regulation in the office and data center facilities
- Replacing legacy infrastructure in our Client Innovation Center with energy-efficient servers and storage solutions to facilitate client training and proofs of concept
- Migrating all corporate IT assets to public cloud environments
- Updating fixtures with energy efficient LED lighting where possible
- Ensuring paper and plastic recycling options are prevalent throughout the facility
- Implementing electronic options for quoting, contract signature, and human resources documentation to reduce paper waste

At the highest level, Evolving Solutions' business is comprised of two components – products and services. With regards to product, 99% of all technology products we sell to our clients are purchased directly through the original equipment manufacturer (OEM), software developer, or our primary technology distributor. Thus, as it relates to our sustainability and diverse supply chain efforts, we are focused downstream with our vendor partners.

Our two largest suppliers are both members of the [Responsible Business Alliance](#) (RBA), a nonprofit industry group that helps its members support continuous improvement in the social, environmental, and ethical responsibility of their supply chains. As such, their first-tier suppliers of hardware, software, and services must adhere to the RBA Code of Conduct, which contains provisions on labor, health and safety, environmental requirements, ethics, and management systems.



## Top 10 Suppliers

A list of our top 10 suppliers, with links to their corporate citizenship reports, is available below.

- [Broadcom](#)
- [Cisco](#)
- [Dynatrace](#)
- [HCL](#)
- [HPE](#)
- [IBM](#)
- [LogicMonitor](#)
- [NetApp](#)
- [Nutanix](#)
- [TD Synnex](#)



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Think Sustainable.

**Contact Us**

Evolving Solutions  
3989 County Road 116  
Hamel, MN 55340  
1.800.294.4362  
[www.evolvingsol.com](http://www.evolvingsol.com)  
[corporatecitizenship@evolvingsol.com](mailto:corporatecitizenship@evolvingsol.com)

**Let's get to work.**