



29TH ANNUAL CARE AWARDS

November 16, 2021



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Family Service

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INTRODUCTION

For nearly 30 years, Northern Virginia Family Service has recognized “Companies As Responsive Employers” (CARE) at the annual CARE Awards.

The CARE Awards winners put people first: they innovate through exemplary work-life benefits and programs, and they focus on fostering thriving cultures of community. Over the last year and a half, companies had to examine what it really means to be a responsive employer, determining how to shift business operations and support employees while grappling with a global pandemic against the backdrop of ongoing racial inequity. Through much adversity and an ever-changing environment, the CARE companies continue to transform and inspire us with strategies and initiatives that put people and community first.

We hope that over the course of the CARE Awards program and through the best practices summary provided today, you are able to walk away with new ideas for navigating the challenges and opportunities you face within your own workplace.

In alignment with NVFS values, the 2021 CARE winners are making Northern Virginia a better place for all by holistically supporting employees in their personal and professional lives. For nearly 100 years, NVFS has fostered a culture of community and innovation through programs and services that meet the needs of families and individuals across our region. Outstanding employers help families thrive. Together, we are making our region stronger for everyone.

We are grateful to each CARE Award winning company for continuing to exemplify the values of CARE in your everyday work. On behalf of the CARE Awards Advisory Committee, the Nominations Committee, and Northern Virginia Family Service staff, we share our heartfelt congratulations to our 2021 CARE Award winners!

Sincerely,



Stephanie Berkowitz
President & CEO
Northern Virginia Family Service



George Lane
Chair, CARE Committee
Principal, Mercer



CONGRATULATIONS TO THE 2021 CARE Award Winners



Air Force Aid Society, Inc.

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Dev Technology Group

USTA/Mid-Atlantic Section

How do you become a CARE Award Winner?

Companies of all sizes with employees located in the DC Metro Region are eligible to apply for a CARE Award. Applicants are evaluated by the CARE Awards Nominations Committee on the quality and scope of their policies and programs around employee wellbeing and culture; community engagement; flexible work environment; and inclusive policies and efforts. Finalists are asked to administer a web-based survey to a sampling of their employees, and may be asked to participate in a site visit. Winners are selected by the Nominations Committee and honored at the CARE Awards each fall. Keep an eye out for the 2022 CARE Awards application, which will become available this spring!

2021 CARE AWARDS KEYNOTE

The event will feature dynamic speakers and showcase best practices for addressing the most pressing challenges employers are facing today.



featuring a keynote by

DR. C. NICOLE MASON

President & CEO

Institute for Women's Policy Research



Recently named one of the World's 50 Greatest Leaders by Fortune Magazine, Dr. C. Nicole Mason is the president and chief executive officer of the Institute for Women's Policy Research (IWPR). Having stepped into the role in November 2019, Dr. Mason is the youngest person currently leading one of the major inside-the-Beltway think tanks in Washington, D.C., and one of the few women of color to do so. She succeeded noted economist and MacArthur Fellow Heidi Hartmann, the Institute's founding CEO.

As one of the nation's foremost intersectional researchers and scholars, Dr. C. Nicole Mason brings a fresh perspective and a wealth of experience to the Institute for Women's Policy Research. For the past two decades, Dr. Mason has spearheaded research on issues relating to economic security, poverty, women's issues, and entitlement reforms; policy formation and political participation among women, communities of color; and racial equity. Prior to IWPR, Dr. Mason was the executive

director of the Women of Color Policy Network at New York University's Robert F. Wagner Graduate School of Public Service, the nation's only research and policy center focused on women of color at a nationally ranked school of public administration. She is also an inaugural Ascend Fellow at the Aspen Institute in Washington, D.C.

At the start of the pandemic, she coined the term she-cession to describe the disproportionate impact of the employment and income losses on women. Dr. Mason is the author of *Born Bright: A Young Girl's Journey from Nothing to Something in America* (St. Martin's Press) and has written hundreds of articles on women, poverty, and economic security. Her writing and commentary have been featured in the New York Times, MSNBC, CNN, NBC, CBS, the Washington Post, Marie Claire, the Progressive, ESSENCE, Bustle, BIG THINK, Miami Herald, Democracy Now, and numerous NPR affiliates, among others.

Congratulations CARE Award Winners!

We applaud your commitment to your employees and for being one of the best places to work across the DC Metro region.

We're proud to be recognized as part of this group of outstanding companies proactively making Northern Virginia a better place for everyone to live, work, and play.



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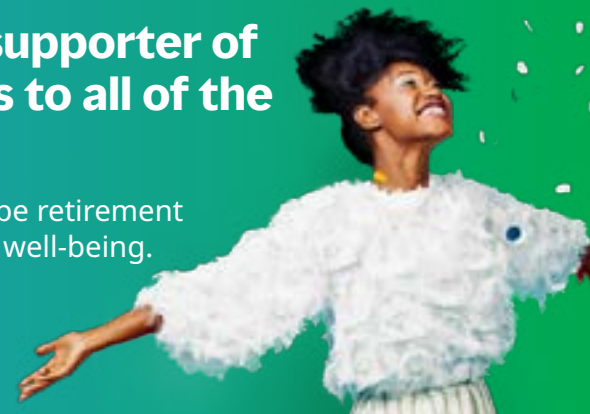
Mercer is proud to be an ongoing supporter of the CARE Awards. Congratulations to all of the 2021 winners!

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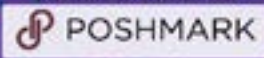
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CARE AWARDS HONOR ROLL

A list of all CARE winners over the last 29 years



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AMERICAN SYSTEMS
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Computer Associates International, Inc.
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Consumer Technology Association
Contact Solutions

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CorTechs, Inc.
Covance Laboratories
Custom Ink
Datatel
Dev Technology Group
Dimension Data
Dominion Semiconductor
Edelman Financial Services
EDS Government Services Group
Employee Assistance Service, Inc.
ENSCO, Inc.
Ernst & Young
Evans Incorporated
Fairfax County Government
Fannie Mae
Federal Management Partners, Inc.
FGM, Inc.
FlexProfessionals, LLC
FMP Consulting
Fors Marsh Group
Freddie Mac
Gannett
George Mason University
Global Mail Ltd.
Greenspring Retirement Community
Helios HR

High Performance Technologies, Inc.
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Hyatt Regency Reston
ICF International
InCadence Strategic Solutions
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Innovative Logistics Techniques
Inova Health System
InTec, LLC
INTEGRITYOne Partners
IONQ
JK Moving Services
Kearney & Company
Knight Point Systems, LLC
KPMG, LLP
Landmark Systems Corp.
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Menninger Care Systems
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NTT

Oberon Associates

Obsidian Solutions Group

PagnatoKarp

Perot Systems Government Services

PRS, Inc.

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Smartronix, Inc.

SourceAmerica

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TRACE International

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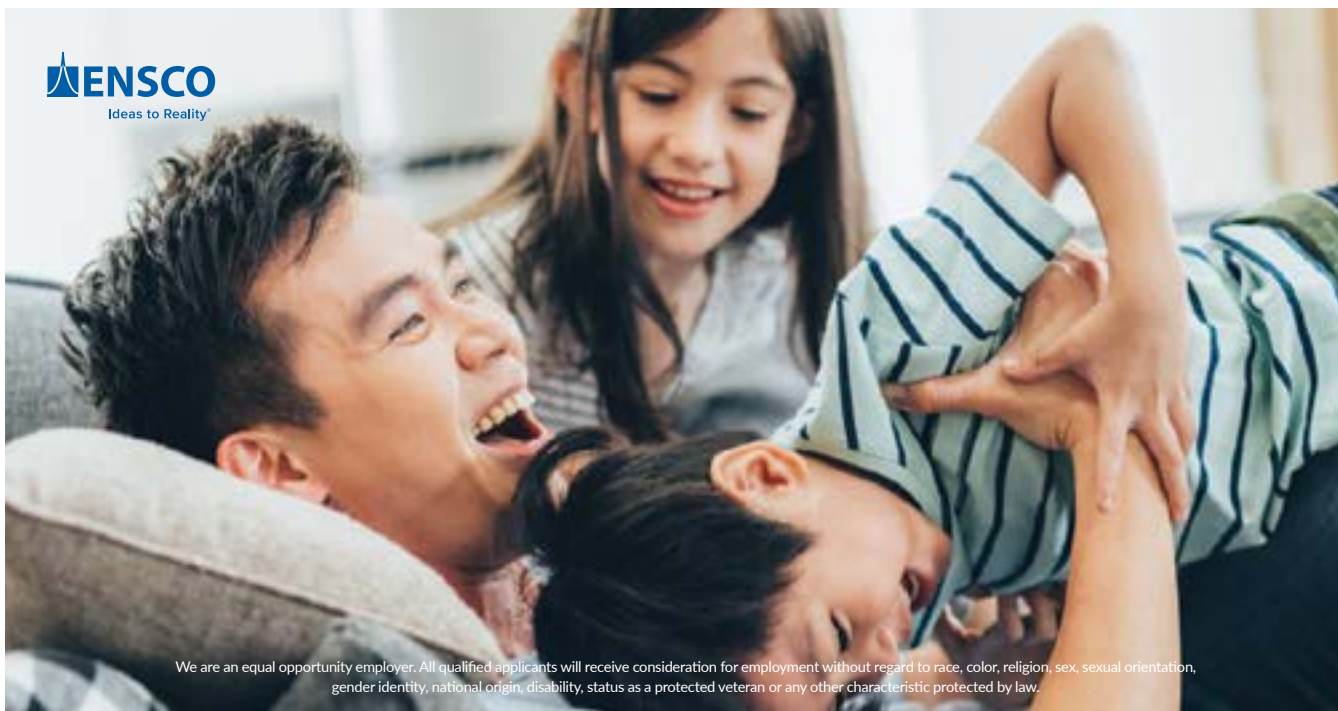
Volkswagen Group of America, Inc.

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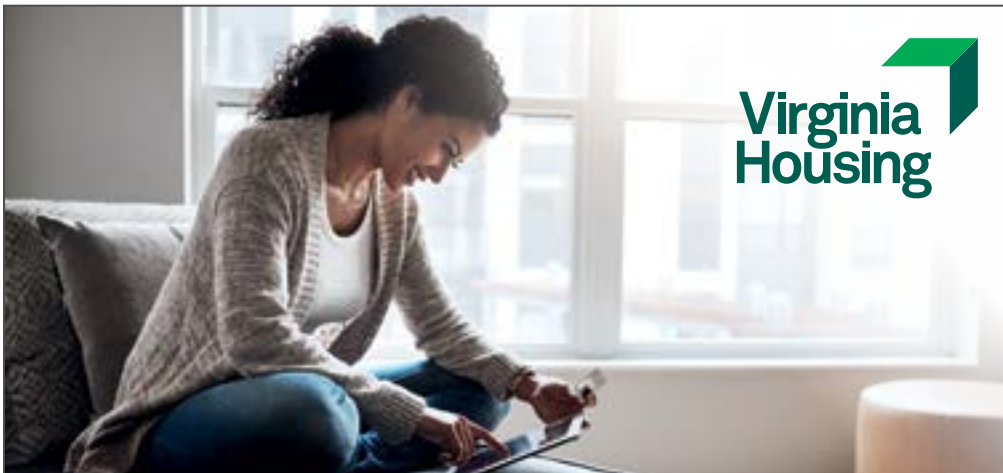


**ENSCO congratulates
all the recipients of
the NVFS 2021 Annual
CARE Awards**

Thanks for making our
community a better place
to work, live and play.

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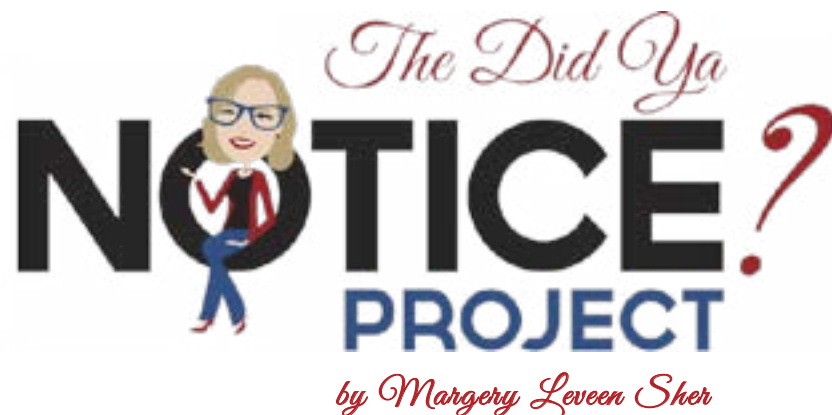


Congratulations To The CARE Award Winners!



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Interested in engaging your employees in volunteering, promoting your brand through cause marketing efforts, or hosting an in-kind drive to support our programs?
We'd love to connect!

Contact Sara Kreitzer at skreitzer@nvfs.org to learn more.



Congratulations
TO THE
2021 CARE AWARD WINNERS!

Our team is honored and humbled to be recognized as a five-time Northern Virginia Family Service CARE Award recipient!

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or contact Liga Brige,
Small Business Counselor at
lbrige@nvfs.org | 571.224.3254



ABOUT NVFS

Northern Virginia Family Service's breadth, depth, and scope of services ensures that everyone in need, at every stage of life, maximizes their potential and fully contributes to a thriving community. Since 1924, we have provided the essential building blocks for financial, emotional, and physical wellbeing, serving as leaders and innovators for the community. Every year, we empower more than 35,000 individuals and families to achieve self-sufficiency.

ABOUT THE CARE AWARDS

For nearly 30 years, the CARE Awards has recognized outstanding companies proactively making our region a better place for everyone to work, live, and play. The CARE Awards commend outstanding culture and employee engagement strategies, including innovative and sustained corporate social responsibility, to create the best places to work across our region. Awards are presented by industry experts and are a natural extension of NVFS' mission to strengthen Northern Virginia families and the community as a whole, given the mutual importance of work and family.



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