



Pyramid Consulting Community Impact Report

September 2024





Elevating experiences for all

At Pyramid Consulting, our mission is to empower organizations to thrive in a rapidly evolving market by addressing critical challenges such as finding skilled talent, enhancing digital experiences, and closing the technology skills gap. We design our solutions not only to meet immediate business needs but also to create lasting, positive impacts on communities worldwide.

Our commitment goes beyond delivering business outcomes. Our core values drive us to uplift underserved communities, champion inclusion and diversity, extend aid when it's most needed, and lead sustainability initiatives. We believe that a strong, purpose-driven culture is essential for achieving our goals.

We are dedicated to expanding our social impact, driving positive change, and building a better world. This document provides an overview of how we achieve this through intentional inclusivity, community engagement, and a deep commitment to sustainability.

We are Intentionally Inclusive™

Our commitment to intentional inclusivity enhances and unites different perspectives, experiences, and skills for the benefit of all.



Through our strategic skills-first recruiting, GenSpark® division, Belong:IN ERG programs, and partnerships, we create pathways for clients, consultants, and employees to reach their full potential. We also prioritize anti-bias training and secure data handling practices to ensure fairness and confidentiality, contributing to a more equitable and inclusive workplace where every individual is valued and respected.



Skills-first approach

We prioritize practical skills and competencies over academic qualifications, enabling our clients to build stronger, more diverse teams while fostering meaningful career growth for our consultants. Our skills-first approach opens doors for talent that may have been overlooked by outdated, biased screening methods.



GenSpark®

GenSpark bridges the skills gap in the tech industry by upskilling workforces and providing training on in-demand technical and soft skills necessary for workplace success. We provide pathways to career development through accessible learning materials and support services to ensure all learners thrive, regardless of their background or credentials.



Belong:IN

Through our Belong:IN Employee Resource Groups (ERGs) initiative, we further the mission of fostering a sense of belonging and inclusion, uniting consultants and employees with shared experiences, values, and interests. Within these groups, participants collaborate, support one another, and engage in activities that promote both personal and professional growth.



Tracking & reporting

We incentivize self-identification while ensuring the data is kept confidential, accessible only to HR for EEO reporting, and not shared with recruiters to ensure unbiased hiring. All data is shared in aggregated and anonymized fashion. Additionally, we prioritize data privacy and security to ISO27001 standards.

Building better communities through lasting partnerships

We actively collaborate with organizations serving underrepresented communities to identify and engage high-potential candidates.

Our community partnerships

Our community partnerships help us support diverse leadership, build skills, create opportunities for underrepresented talent, develop future leaders, expand equity, drive digital literacy, and enhance community engagement.



Our upskilling partnerships

Our upskilling partnerships offer specialized training in areas like app innovation, cloud computing, and AI, promoting a skills-first approach and ensuring comprehensive care and redeployment opportunities.



Microsoft



boomi

Our university partnerships

We partner with local universities, including HBCUs and community colleges, to provide underrepresented minorities with access to our network and clear pathways to career advancement through upskilling.

Virginia Athletics Foundation

University of Minnesota

Clark Atlanta University

Kennesaw State University

Southern Methodist University

University of North Texas

Georgia Gwinnett College

University of Texas at Dallas

Rutgers

University of Georgia

Howard University

Rochester Institute of Technology

George Mason University

Spelman College

Morehouse College

Winston-Salem State University

Building belonging and creating connections

Through our Belong:IN initiative, we offer community support groups and mentorship programs that help participants build connections, navigate challenges, and learn about other cultures.

ERGs

Our Employee Resource Groups (ERGs) foster belonging and inclusion, connecting consultants and employees with shared experiences, values, and interests. In these groups, consultants and employees collaborate, support one another, and participate in activities that promote personal and professional growth.



- **Able:IN:** For disabled and neurodiverse consultants and employees
- **Women of Pyramid Consulting:** For female consultants and employees
- **PRISM LGBTQ+ Alliance:** For LGBTQ+ consultants and employees
- **LatinTech:** For Hispanic and Latine consultants and employees
- **PanAsianNet:** For Asian American and Pacific Islander consultants and employees
- **VetConnect:** For consultants and employees with a military affiliation
- **Black Culture Alliance:** For African American consultants and employees

Engaging with the communities we serve

At Pyramid Consulting, we really care. We encourage our employees to support community groups and non-profit organizations which are representative of our culture and values.

Fighting hunger together

We partner with Habitat for Humanity to build homes and with local food banks to provide over 250,000 meals to those in need.

Providing health support

We host regular blood drives and have provided over 50,000 PPE items and essential supplies to community organizations.

Empowering through education

We collaborate with nonprofits like TechBridge, InspiredU, and Vibha to support the education of underprivileged children.

Rapid response assistance

We work with organizations like UNICEF, American Red Cross, Maui Food Bank to support disaster recovery efforts

>\$500K

Total charitable donations since 2022



MAUI FOOD BANK
Helping the Hungry



SECOND HARVEST
of SILICON VALLEY



American
Red Cross

Founders Day

Co-founders Sanjeev Tirath, Ramesh Maturu, and Namita Tirath established a tradition of community engagement and philanthropy that transcends the professional sphere. Founders Day is an annual event dedicated to encouraging Pyramid Consulting employees and their families to engage in volunteer activities, fostering a culture of inclusivity, allyship, and service that mirrors our company's commitment to the community.



Supplier diversity

\$45M

Total tier-2 spend in 2023

We are committed to driving economic equity by supporting the growth of minority-owned businesses. Through our collaborations with diverse suppliers, we contribute to a tier 2 spend of approximately \$45 million, fostering economic development and job creation.

Under the leadership of our co-founder and CEO, Sanjeev Tirath, who has twice received the prestigious Eagle Award at the Spirit of Alliance Awards by the Georgia Minority Supplier Development Council (GMSDC), we have reinforced our dedication to engaging with certified GMSDC Minority Business Enterprises (MBEs). This recognition highlights Sanjeev's exceptional commitment to promoting minority business opportunities in Georgia.



As a certified MBE ourselves, we actively partner with other MBEs to create alliances that drive economic growth and innovation. Sanjeev's repeated recognition with the Eagle Award underscores our unwavering commitment to these principles and our dedication to fostering inclusivity in the business community.

Driving sustainability forward

We are committed to creating a healthy, resilient, and inclusive world by minimizing our carbon footprint to ensure a sustainable future for generations to come.

Reducing carbon footprint

At Pyramid Consulting, our sustainability goals demonstrate our commitment to going beyond compliance, thoughtfully considering how our operations and solutions impact the world and every life within it. To truly maximize our impact, we are transforming our intentions into actions by setting science-based targets.

Setting science-based targets



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

In partnership with Accenture, we conducted a comprehensive sustainability assessment to establish a baseline for our greenhouse gas emissions. Following this, we made a formal commitment to the Science Based Targets initiative (SBTi) and set ambitious goals for reducing our carbon footprint in the nearterm, currently under validation.

Strategy road map 2030



Sustainable business
travel policy



Employee commuting
car reductions



Capital goods
office renovations



IT supplier
decarbonization
(PG&S)



Leased assets
renewable energy

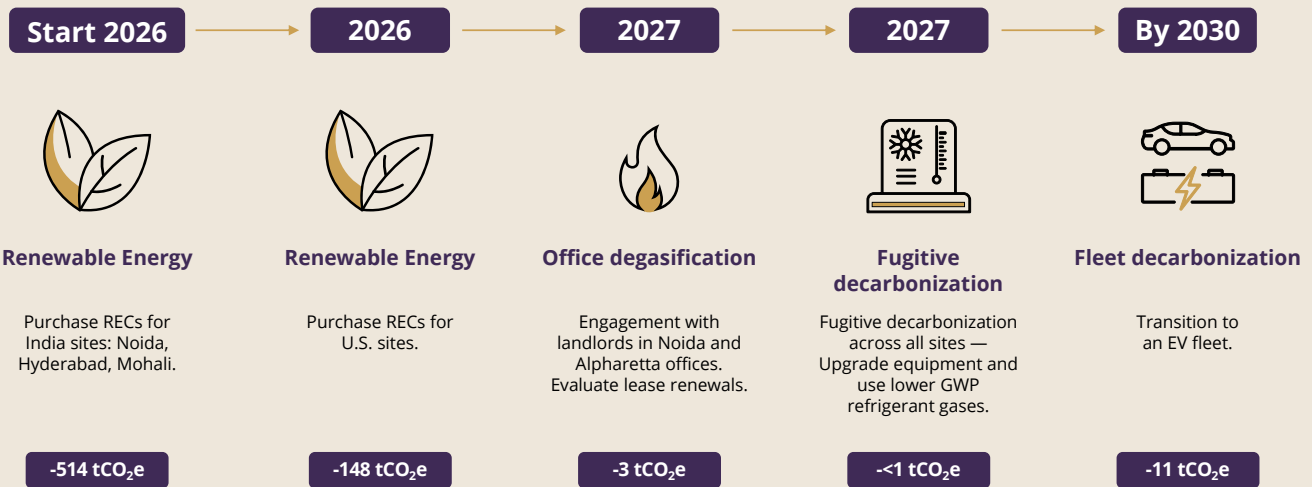


FERA
decarbonization

Scope 1 & 2

Recommended target dates

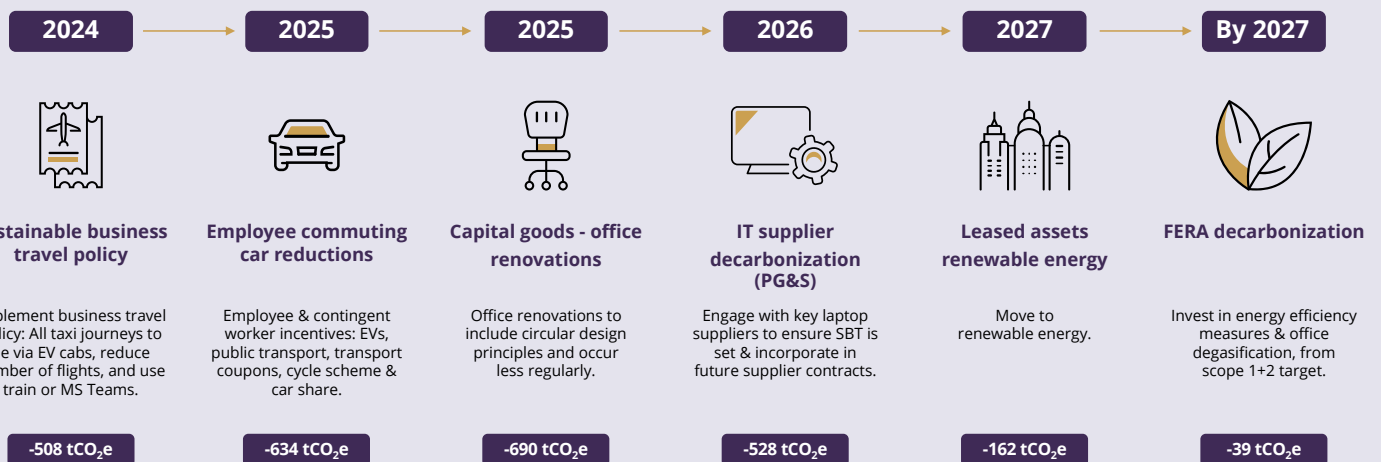
- Near-term 2030 — **42% absolute reduction**



Scope 3

Recommended target dates

- Near-term 2030 — **25% absolute reduction**





Turning problems into possibilities to supercharge our future

By addressing critical challenges such as inequitable education and employment opportunities, digital illiteracy, and environmental destruction today, we are not only meeting the needs of today; we are shaping a brighter, more equitable tomorrow.

Pyramid Consulting is a global leader in workforce and technology solutions that helps clients navigate competitive and challenging markets. Its award-winning family of brands — Pyramid Talent, Celsior, and GenSpark — operate together to deliver seamless integrated solutions through multiple delivery models across five continents and 25+ countries. Founded in 1996 and headquartered in Atlanta, Ga., Pyramid Consulting serves 125+ Fortune 500 companies across all major industries by engaging 6500+ consultants.

