



REAL-WORLD IMPACT

Mission Impact Report

2019 UPDATE

We are pleased to present Abt's 2019 Mission Impact Update. In these pages you will find evidence of results achieved, new insights generated and cutting edge strategies employed—all to improve the quality of life and economic well-being of people around the world. This mission drives us; it's our true north. From our portfolio spanning more than 50 countries, to how we organize and operate our company of more than 50 years—dive in and explore.

LETTER FROM OUR CEO



If you think about a complex problem facing society today, it's likely that Abt Associates is working on a solution.

Whether it's curbing opioid abuse, helping cities and farmers adapt to climate change or the many other issues our staff address every day in more than 50 countries worldwide, our approach is always grounded in our mission: to improve the quality of life and economic well-being of people worldwide.

We are committed to living our mission by making a positive impact, both through our work and in our workplace. As a signatory of the United Nations Global Compact, we are integrating its Ten Principles in the areas of human rights, labor, environment and anti-corruption into our business strategy, culture and daily operations.

Today's challenges require multidimensional thinking to get at root causes, an understanding of complex systems and how to strengthen them and dynamic use of technology to deliver the impact and sustainable results we seek. This report demonstrates how we're applying that thinking, creating knowledge, strengthening systems and directly improving peoples' lives.

All the best,

A handwritten signature in black ink that reads "Kathleen L. Flanagan". The signature is fluid and cursive.

Kathleen L. Flanagan



8 KEY FOCUS AREAS



- Education, Youth & Families
- Environment & Energy
- Food Security & Agriculture
- Gender Equality & Social Inclusion
- Governance & Justice
- Health

Behavioral Health | Health Systems | Infectious Diseases
Chronic/Non-Communicable Diseases | Private Sector Health
Reproductive, Maternal, Newborn & Child Health

- Housing, Communities & Asset Building
- Workforce & Economic Mobility

5 CROSS-CUTTING CORE CAPABILITIES

- Communications & Behavior Change
- Data Capture & Surveys
- Digital Transformations
- Research, Monitoring & Evaluation
- Technical Assistance & Implementation

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OUR IMPACT REPORTING FRAMEWORK

Our mission is to improve the quality of life and economic well-being of people worldwide. This is more than a statement. It's a unifying concept that has defined us for 54 years, and a concept that permeates everything we do.

We have distilled our mission through our three core impact pathways: **Our Work**—the products and services we offer our clients; **Our People and Operations**—how we operate our company; and **Our Communities**—the way we engage with communities we operate in. We distill our mission into five goals that help operationalize and measurably advance our impact around the world.



Good Health



Economic Security



Effective Governance



Social Equity & Empowerment



Thriving Natural Environment

Abt is committed to rigorous measurement and transparency. In addition to reporting on our own mission impact goals, we report against international frameworks such as the Global Reporting Initiative (GRI) Standards and the Ten Principles of the U.N. Global Compact (UNGC). Additionally, we align our reporting to the U.N. Sustainable Development Goals (SDGs).

A note on reporting time frames: This report spans multiple time frames depending on the topic in focus. This includes the 2018 calendar year, Abt's 2019 fiscal year (April 2018 to March 2019) and our clients' fiscal year designations. All relevant timeframes are noted throughout the report.



CREATING
KNOWLEDGE

IMPROVING
LIVES

STRENGTHENING
SYSTEMS

In nearly 60 countries around the world, we improve people's health and economic security, cultivate inclusive and resilient communities, strengthen public sector responsiveness and deepen capacity to sustainably utilize natural resources. Combating tuberculosis in Kyrgyzstan. Building governance skills among vulnerable women across the villages of Indonesia. Scaling clean energy finance in West Africa. Advancing our mission knows no boundaries.

OUR WORK



GOOD HEALTH

We study root causes of health problems, zero in on system-level solutions and work with private and public providers to increase quality and expand access to needed care. All with a single goal: improving people's health.

Combating Infectious Disease

We combat infectious disease through community mobilization, high quality program implementation, research and surveillance.

Influenza

From developing vaccination surveillance surveys to conducting epidemiologic studies on vaccine effectiveness within high-risk populations, we are working to understand the effect—and prevent the spread—of influenza across the world. Our international investigative study on the preventative value of the flu vaccine for pregnant women uncovered its significant effectiveness at decreasing risk of hospitalization.¹

Advancing
U.N. SDGs



CLIENT: Centers for Disease Control & Prevention (CDC)
PROJECT: The Epidemiology and Prevention of Influenza Virus Infections in Low- and Middle-Income Countries: Pregnancy Influenza Vaccine Effectiveness Network (PREVENT)



Malaria

Operating in 25 countries around the world, we are leading critical interventions to combat malaria. These range from indoor residual spraying (IRS) to durability assessments and distribution of insecticide-treated nets, and from social behavior communication and mobilization to local capacity building focused on strengthening entomological surveillance and research. In 2018, we protected nearly 19 million people from malaria, including more than three million children under five.

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CLIENT: U.S. President's Malaria Initiative (PMI)
PROJECT: PMI VectorLink



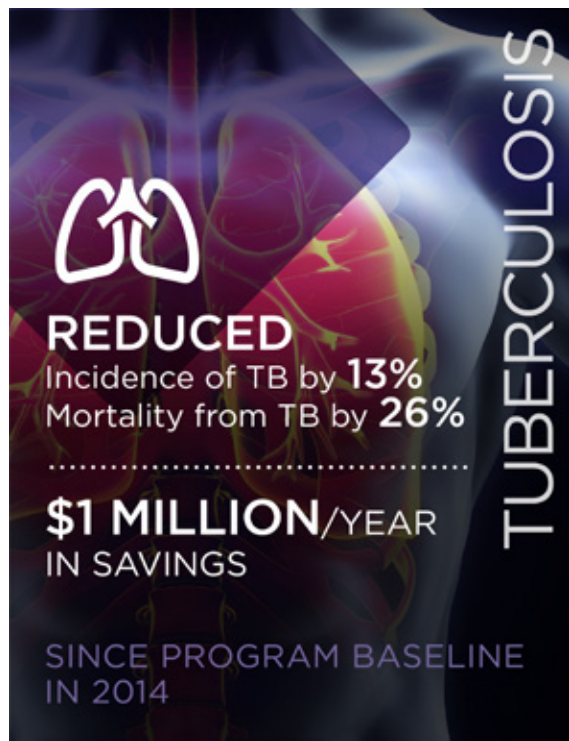
Tuberculosis

In Kyrgyzstan, a country with one of the highest tuberculosis (TB) burdens, we are employing a holistic approach to combat this disease. It encompasses limiting the transmission of drug-resistant TB strains, supporting equitable access to quality health care for vulnerable groups and strengthening the national healthcare system. Key interventions include repurposing unoccupied beds in TB hospitals, increasing outpatient treatment and increasing access and use of diagnostic and treatment services. This has led to a \$1 million per year savings and increased investment focused on higher treatment completion rates.

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CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Defeat TB



Unleashing Private Sector Potential

We work globally to harness the full potential of the private sector to improve health outcomes. We identify opportunities to integrate the private sector as part of the total health system and use data to improve governments’ understanding of the private sector’s role with tools such as Private Sector Counts. We facilitate strong partnerships that improve access to needed care for all. Leading USAID’s SHOPS Plus project, we partnered with local organizations to deliver close to 46 million priority health products and services and reached 36.4 million consumers with health information since 2017.

Advancing
U.N. SDGs

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Sustaining Health Outcomes through the Private Sector (SHOPS) Plus



ECONOMIC SECURITY

Enabling a family to be self-sufficient—or a farmer to get access to a market—can generate life changing results. From strengthening agricultural supply chains to uncovering which social safety net program delivers the best results. We focus on economic security as a fundamental building block to stability and wellness.

Strengthening Markets to Support Food Security and Economic Growth

We are helping to strengthen Cambodia’s horticulture market system and catalyze economic growth to benefit farmers and other entrepreneurs. Starting with the buyer as the key entry point in the system, we have connected 29 buyers (such as aggregators and wholesalers) with more than 700 producers and service providers, helping them come together in commercial partnerships to address production problems, better manage supply chains and increase sales. To date, we have helped partners increase sales by \$11 million, expand investment by \$4.1 million and contribute to wider system-level change.

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U.N. SDGs

2 ZERO HUNGER

CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Cambodia Feed the Future Harvest II



Facilitating Self-Sufficiency through Workforce Development

To build the scientific evidence on about the effectiveness of the career pathways approach, we conducted the first rigorous, multi-site evaluation of nine career pathways programs across the U.S. The career pathways approach aims to help low-skilled, low-income adults earn postsecondary credentials and increase earnings through a series of manageable steps leading to successively higher credentials and employment opportunities in local, in-demand jobs. In the study, eight programs sought to increase educational progress and the ninth focused on increasing earnings.² Early results (18-24 months after enrollment) are shown on the right.

Advancing
U.N. SDGs

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

CLIENT: Administration for Children and Families (ACF)
PROJECT: Pathways for Advancing Careers and Education (PACE)



Helping Families Build Assets and Financial Capability

Increasing earnings, building assets and financial capability are the goals of the U.S. Department of Housing and Urban Development’s (HUD’s) Family Self-Sufficiency (FSS) Programs. FSS combines stable, affordable housing with coaching and an escrow savings account that grows with participants’ earnings. Between 2007 and 2016, more than 36,000 households nationwide graduated from FSS—their average annual income increased by 80 percent. Upon the program’s 25th anniversary, we partnered with HUD to document FSS’s role in helping vulnerable populations progress towards economic security. To strengthen local implementation and enable effective performance management, we helped HUD develop an FSS guidebook and web trainings as well as a performance measurement system.

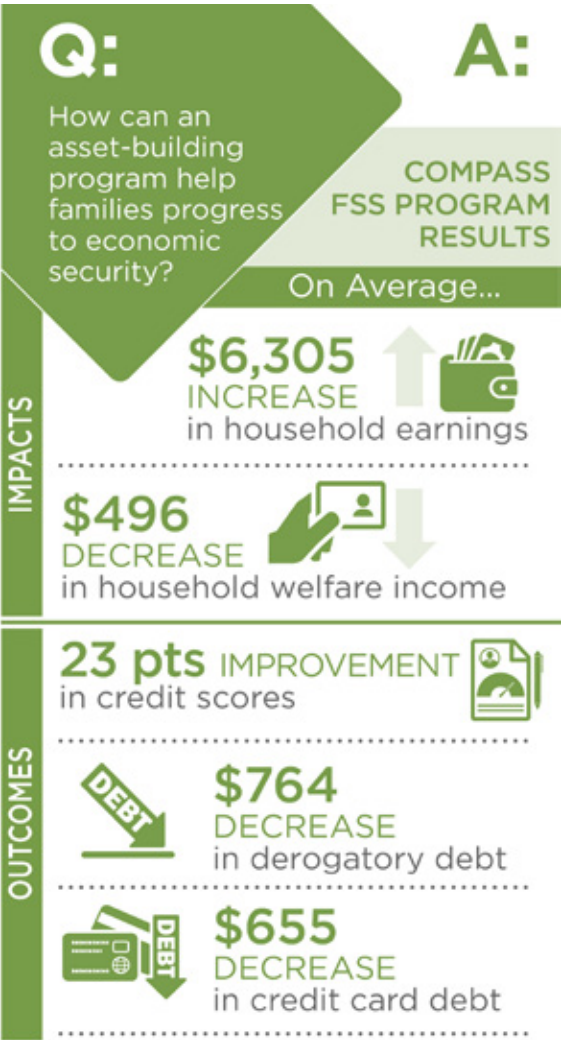
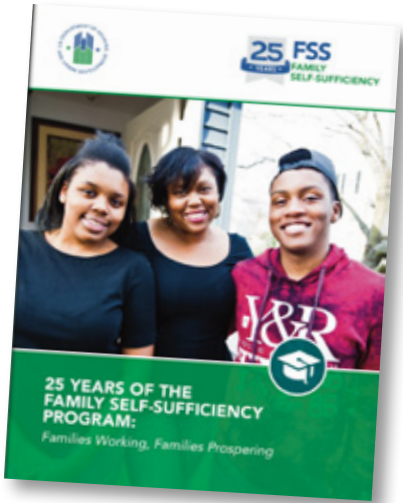
Our independent evaluation of an FSS program offered in Lynn and Cambridge, Mass. in partnership with the nonprofit Compass Working Capital, found many positive results, including higher earnings and a decrease in cash welfare payments received.³ Our subsequent cost-benefit analysis found that the program’s benefits greatly outweighed its costs, suggesting important implications for scaling.

Advancing
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1 NO POVERTY

10 REDUCED INEQUALITIES

CLIENTS: U.S. Department of Housing and Urban Development (HUD) and the Oak Foundation
PROJECT: An Evaluation of the Compass FSS Programs





EFFECTIVE GOVERNANCE

Our approach to strengthening governance is holistic. Enabling data and technology to power efficient and effective delivery of public services. Understanding the political economy to align incentives. Testing long-held social beliefs with pioneering methods. Sustainable development is built on responsive and accountable institutions, and our work is focused on strengthening that foundation.

Informing Criminal Justice Reform

Imprisonment is both socially and economically expensive and is often justified as an effective deterrent to reoffending. We studied the relationship between prison length of stay and re-incarceration by analyzing individual records across the U.S. federal justice system. We found that cutting the average federal prison time of 3.3 years by 7.5 months—19 percent—could save vast sums of money with little effect on public safety. This would enable a reduction of 33,203 prison beds without any significant increase in a return to federal prison by those released.⁴

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CLIENT: Bureau of Justice Statistics, U.S. Department of Justice (DOJ)
PROJECT: National Corrections Reporting Program (NCRP)

Q: Does decreasing the length of prison stay jeopardize public safety?

A: **19% SHORTENING** of prison sentences

would save money **WITHOUT** increasing **RECIDIVISM**

IMPRISONMENT

Strengthening Capacity to Provide Quality Services for Vulnerable Populations

In Tanzania, we are strengthening systems at the national and local levels to improve access to quality services across the agriculture, education and health sectors, with a special focus on vulnerable populations. Working with the Government of Tanzania, we are overhauling and making interoperable all key public finance management systems, facilitating results-based health facility financing and using innovative, evidence-based approaches to guide allocation of the health workforce based on population needs. The result? Local governments can prioritize underserved populations in the planning and budgeting process and improve delivery of critical services.

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CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Public Sector Systems Strengthening (PS3) Activity

6,180 NEW HEALTH WORKERS

TANZANIA

ASSIGNED TO SEVERELY UNDERSTAFFED FACILITIES

>47% INCREASE IN HEALTH SERVICES FUNDING

TANZANIA

FOR FOOD-POOR REGIONS



SOCIAL EQUITY & EMPOWERMENT

Inclusive societies that provide opportunity for all to thrive are central to our mission. Our work focuses on empowering vulnerable populations through education, training and advancing the science of what works.

Expanding Knowledge of Early Care and Education

Early learning experiences for 3- and 4-year-olds have profound effects on cognitive, language and social-emotional development. Because young children in informal care settings can be difficult to locate, their experiences are rarely included in research. We are partnering with researchers from Harvard University to conduct a large-scale longitudinal study that will help answer unresolved questions about the relationship between young children's early learning settings of all types and children's outcomes over time. A goal of this study is to bridge the gap between research on early childhood and the decisions and major investments of public policymakers.⁵

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CLIENT: Saul Zaentz Early Education Initiative, Harvard University Graduate School of Education
PROJECT: Early Learning Study at Harvard

Q:
What is the full picture of early care and education in Massachusetts?

A:

LOWER AND HIGHER INCOME FAMILIES

USE FORMAL CARE MORE FREQUENTLY than middle-income families

EARLY EDUCATION

Empowering Women to Have a Voice and Implement Change

In Indonesia, women's participation in village-level government is low due to barriers such as male and majority group domination and limited political skills and knowledge. To address this, we created a one-year course in partnership with PEKKA, a local NGO. The Paradigta Akademi builds self-empowerment, community organization and technical skills on village law for primarily low-income, disenfranchised women across 436 villages. In one year, more than 1,600 women completed the courses, leading to increased engagement in planning forums, regulation development and decision making.

INDONESIA

1,683 WOMEN COMPLETING an empowerment and skill-building academy

resulting in

51 NEW WOMEN-LED POLICIES proposed or ratified by district and village governments

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CLIENTS: Australia Department of Foreign Affairs and Trade (DFAT) and the Government of Indonesia
PROJECT: KOMPAK

Estimating the Prevalence of Human Trafficking

Estimating the true prevalence of human trafficking is notoriously challenging. We developed and tested methods of estimating county-level prevalence of human trafficking in the U.S. The resulting estimation tool will enable earlier intervention and coordination of survivor support services.

We also created a new data platform to improve the ability to evaluate programs and policies and identify areas to improve systems for human trafficking investigations. The data platform examines all human trafficking cases that have been processed by U.S. federal justice systems, from investigation through prosecution, sentencing and incarceration.

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5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

16

PEACE, JUSTICE
AND STRONG
INSTITUTIONS

CLIENT: National Institute of Justice, U.S. Department of Justice (DOJ)
PROJECT: Advancing Human Trafficking Prevalence Estimation; Exploring a New Data Platform for Research on Human Trafficking Investigation, Prosecution, Sentencing, Time Served, and Recidivism

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7

AFFORDABLE AND
CLEAN ENERGY

13

CLIMATE
ACTION

CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Climate Economic Analysis for Development, Investment and Resilience (CEADIR)



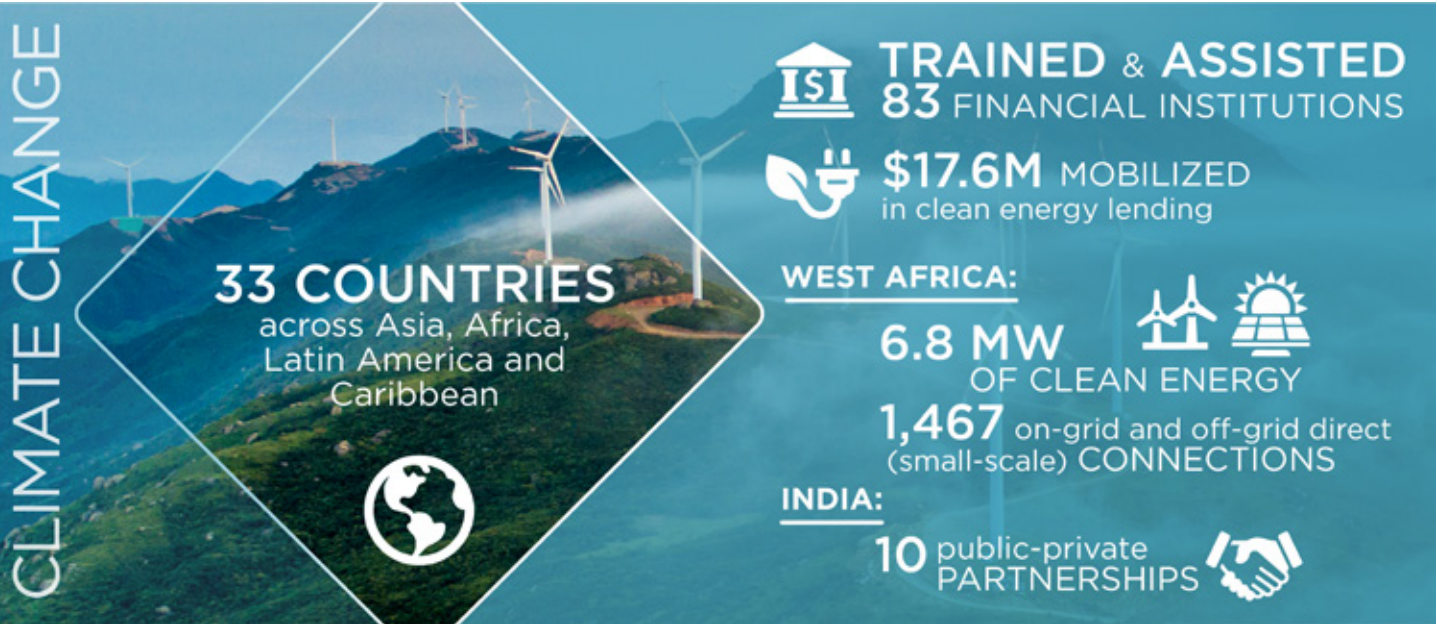
THRIVING NATURAL ENVIRONMENT

Environmental challenges are complex, and mismanagement of natural resources results in depletion, public health hazards and economic losses. Our work addresses the most pressing environmental challenges of our day: Understanding evolving climate change risks. Boosting clean energy financing for system- level change. Evaluating whether regulatory water-quality thresholds actually protect valuable marine life. And everything in between.

Building Capacity to Unleash Clean Energy Markets, Sustainable Landscapes and More

In 33 countries across Africa, Asia, Latin America and the Caribbean, we have helped make the business case for clean energy, sustainable landscapes and adaptation. We've developed vulnerability and impact analyses, clean energy lending and market assessments, low-emission business models, adaptation financing strategies and facilitated private sector engagements and training on the economics of climate mitigation and adaptation.

Results include an additional 6.8 megawatts of clean energy in West Africa and 10 public-private partnerships in India. In addition, we helped mobilize more than \$17.6 million in clean energy lending across the countries served.



Deepening Understanding of Climate Change Related Risks

Action comes with understanding of risks. The risks that climate change poses are multifaceted, from public health to international security.

National Security Risks

This year we led the development of a new section within the Fourth U.S. National Climate Assessment (NCA) entitled “Climate Effects on U.S. International Interests”.⁶

The section details the impact of climate change on U.S. security, trade and economics, development assistance and border issues – topics covered in the NCA for the very first time.

CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Climate Economic Analysis for Development, Investment and Resilience (CEADIR)

Public Health Risks

Our review of the effects of fossil-fuel related air pollution on children’s health presents compelling evidence that exposures to PM2.5, NO2, PAH and PM10 adversely affect birth outcomes and neurobehavioral development and contribute to risk of asthma development in childhood.⁷ This first comprehensive review will help guide expanded assessments of health benefits of policies aimed at reducing the multiple threats of fossil fuel pollution.

CLIENTS: Rockefeller Foundation Fellowship Program and the John Merck Family Foundation
PROJECT: Assessing the benefits to children’s health of reducing air pollution and mitigating climate change due to fossil fuel combustion

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Q:

What are climate change implications for U.S. international interests?

CLIMATE CHANGE



A:

ECONOMICS & TRADE

IMPORT/EXPORT PRICE VOLATILITY

VULNERABILITY of businesses with overseas operations and supply chains

HUMANITARIAN ASSISTANCE & DEVELOPMENT

INCREASED DROUGHT & FAMINE

CAN REVERSE social and economic PROGRESS in developing countries

NATIONAL SECURITY

IMPACTS ON: U.S. MILITARY INFRASTRUCTURE

FOOD AND WATER SCARCITY exacerbates conflict potential

TRANSBOUNDRY RESOURCES

IMPACTS ON CROSS-BORDER RESOURCES: DUST STORMS from the SOUTH

SMOKE FROM FIRES from the NORTH

FISH MIGRATION due to changes in water temperatures

Advancing the State of Scientific Knowledge— From Space to Sea

Space Weather

Space weather are conditions created by the sun, solar wind, magnetosphere, ionosphere and thermosphere near Earth’s space environment that impact our planet. Although the hazards have been long recognized, they have been unquantified to date.


Our pioneering study on space weather established a robust understanding of how to measure and mitigate its impacts. Our research focused specifically on space weather effects on: electric power, satellites, global navigation satellite systems users and aviation. We captured expenditures that help protect technologies, estimated physical damage to equipment and investigated the potential hazards to humans.⁸

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CLIENT: National Weather Service, National Oceanic and Atmospheric Administration (NOAA)
PROJECT: The Social and Economic Effects of Space Weather

Q:
Just how hazardous is space weather?



A:
MODERATE event cost
\$4M to \$8M
EXTREME event cost
\$100M to \$600M

OUR PIONEERING RESEARCH ESTABLISHED:

- ☒ Analytic framework
- ☒ Data requirements & research gaps
- ☒ Approach for tradeoff analysis

SPACE WEATHER

Water Quality Regulations

To better understand potential adverse effects of mining on salmon populations in the sensitive Bristol Bay watershed of Alaska, we used water from Alaska and recreated the unique water quality characteristics from the region, focusing on copper as the primary contaminant of concern.

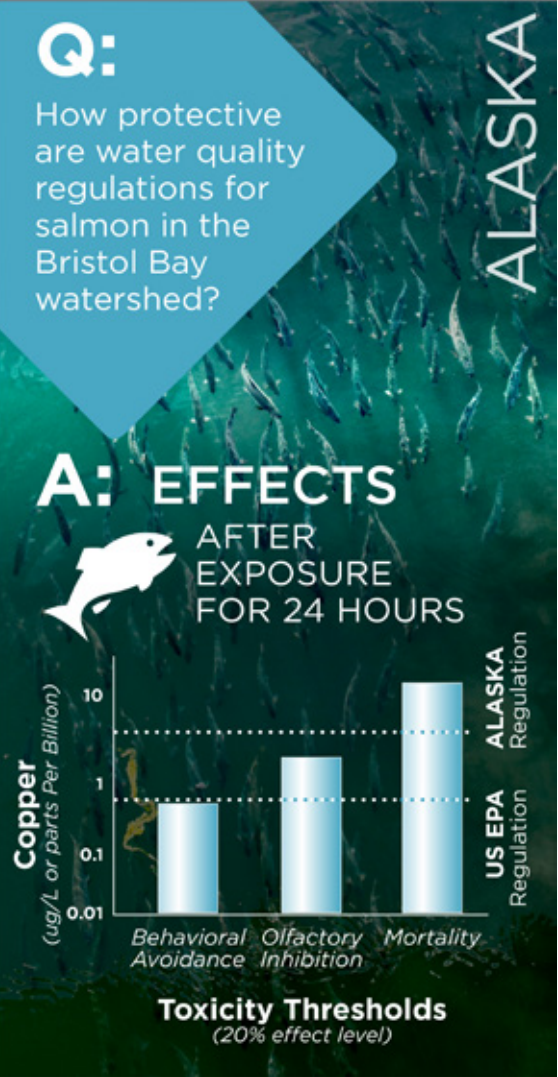
Our research determined the concentrations of copper that kill larval rainbow trout, a close relative to many salmon species, and the concentrations of copper that inhibit their sense of smell—critical for predator avoidance, prey capture and migration. We found that current regulations used by the state of Alaska may not be protective of adverse sublethal effects. U.S. EPA-endorsed regulations are more protective but also may not be sufficient.^{9,10}

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U.N. SDGs

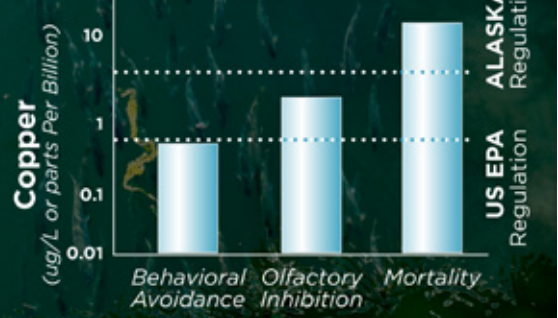


CLIENT: Bristol Bay Heritage Land Trust
PROJECT: Copper Toxicity Assessment in the Bristol Bay Watershed

Q:
How protective are water quality regulations for salmon in the Bristol Bay watershed?



A: EFFECTS
AFTER EXPOSURE FOR 24 HOURS



Exposure Effect	Alaska Regulation (ug/L or parts per Billion)	US EPA Regulation (ug/L or parts per Billion)
Behavioral Avoidance	~0.5	~0.1
Olfactory Inhibition	~1.5	~0.1
Mortality	~10	~0.1

Toxicity Thresholds
(20% effect level)

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**COMMITTED
TO EXCELLENCE**

ACCOUNTABLE

GLOBAL

Our mission permeates everything we do, especially the way in which we run our company.

That means ethics and integrity come first. It means a culture of innovation—asking “what if?”—is fostered, and our people are given the respect and flexibility to bring their best versions of themselves to work, every day. It means we are intentional about stepping lightly on our shared planet, while making great leaps towards meeting our world’s greatest challenges.

In addition to the details below, for alignment with the Global Reporting Initiative Standards, the UN Global Compact and the Sustainable Development Goals, see our GRI Index.

OUR PEOPLE & OPERATIONS



OUR ETHICS AND GOVERNANCE

Setting Clear Direction, Guided by Our Mission and Values

The mission of our company—to improve the quality of life and economic well-being of people worldwide—was established more than 50 years ago, and it remains central to our identity, our work and our culture. Our mission and our six core values are our true north. All 3,600 of our colleagues, from entry level to our Board of Directors, are expected to live our mission and our values every day.

As a global organization, we are committed to employing best practices throughout our business. We set our strategic priorities on a five-year cycle and ensure broad engagement from staff through surveys, forums and dialogue. Accountability and direction for strategic issues including those pertaining to economic, social, and environmental topics, are ultimately set by our Board, an inspiring group of women and men who bring a wealth of expertise and insights from a range of disciplines—all with an eye to advancing our mission impact around the world.

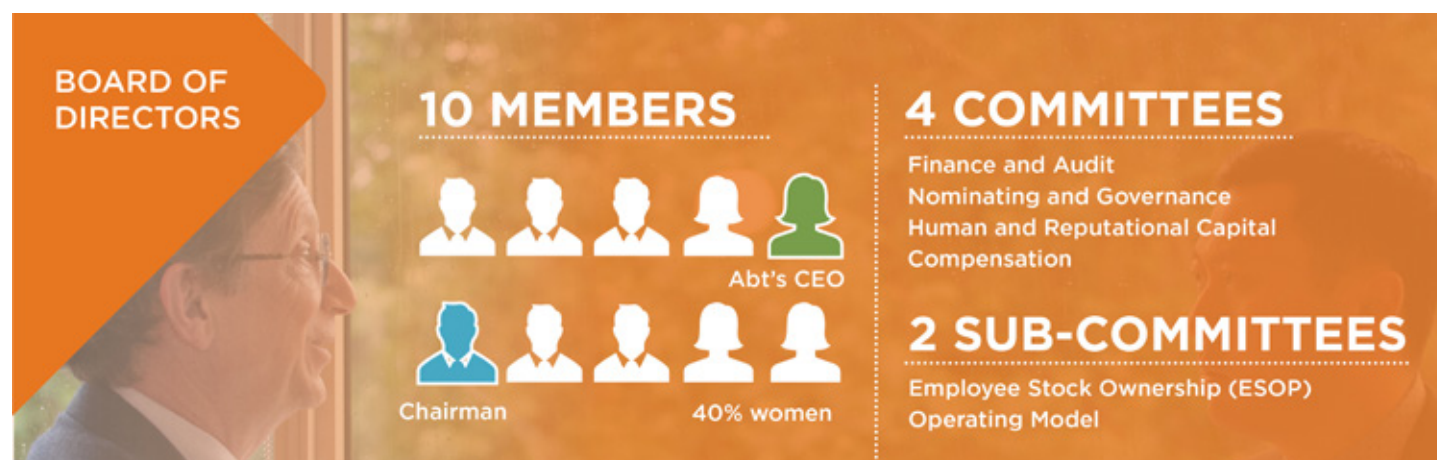


Reinforcing a Strong Culture of Ethics

Ethical behavior and a strong moral compass are expected from all Abt staff, from entry-level to senior management, up to the Board of Directors. Our Code of Conduct establishes standards of business conduct that are applied uniformly to all employees and operations. This is a critical resource to help ensure that each of us knows how to do the right thing every day.

We have a strict, zero-tolerance policy for sexual misconduct of any kind. We require all Abt Associates U.S. employees complete training modules on human rights, trafficking, child protection, preventing sexual exploitation and abuse, reporting harassment, investigations and retaliation and zero tolerance. In FY19, 100 percent of Abt Associates U.S. staff completed training on all modules. We have two 24-hour anonymous helplines for reporting any potential misconduct, as well as robust required trainings. Across Abt U.K. and Australia, formal training is provided for child protection, fraud and sexual harassment, with the modern slavery and human trafficking formal training currently in development.

Living up to our high standards is not necessarily the easiest path, but by doing so, we make sure that Abt will always be recognized for both, our excellent work and our unyielding integrity.



Abt’s Institutional Review Board

We study some of the most important questions facing the world today, from the effects of Post-Traumatic Stress Disorder, to evaluating the effectiveness of strategies to reduce barriers to family planning services. Social, behavioral and educational research can pose risks to privacy and confidentiality, as well as ethical challenges, especially studies involving vulnerable populations. We are committed to conducting research that meets the highest ethical standards. To this end, we maintain our own Institutional Review Board (IRB) to safeguard research participants’ rights and welfare and to protect their personal information.



IN 2018, OUR IRB REVIEWED

100 new research studies

and monitored

71 ongoing studies

IRB assessments include:

- ☒ informed consent
- ☒ compliance with privacy laws
- ☒ safety plan for vulnerable populations ensuring referral to appropriate resources
- ☒ data security plan & agreements
- ☒ certificates of confidentiality for project participants’ data

100% working on human subjects research studies

OF STAFF



are up to date on ethics training
(required every 3 years)

In 2018,



79 NEW STAFF COMPLETED THE TRAINING



OUR LEADERS AT ALL LEVELS

Building Diversity, Enabling Inclusion

Abt is a community. We celebrate—and thrive on—different perspectives, cultures, expertise and points of view. Our diversity delivers winning results for our clients and creates a sense of belonging for our people.

We believe work environments rooted in inclusivity benefit everyone. It’s how more than 3,600 people, speaking 56 languages, working in more than 50 countries, are able to collaborate to make an impact in communities around the world.

At Abt, we’re an EEO, affirmative action and equal opportunity employer. We have endorsed the Minimum Standards for Mainstreaming Gender Equality and have attained EDGE certification. We are dedicated to equity across age, sex, creed, marital status, citizenship status, religion, gender identity, race, color, sexual orientation, national origin, disability, veteran status and any other protected category or personal characteristic. These aren’t just policies—this is how we live the values we promote through our work in moving people from vulnerability to security worldwide. Every day.

In Focus: Veterans & Military Employee Resource Group

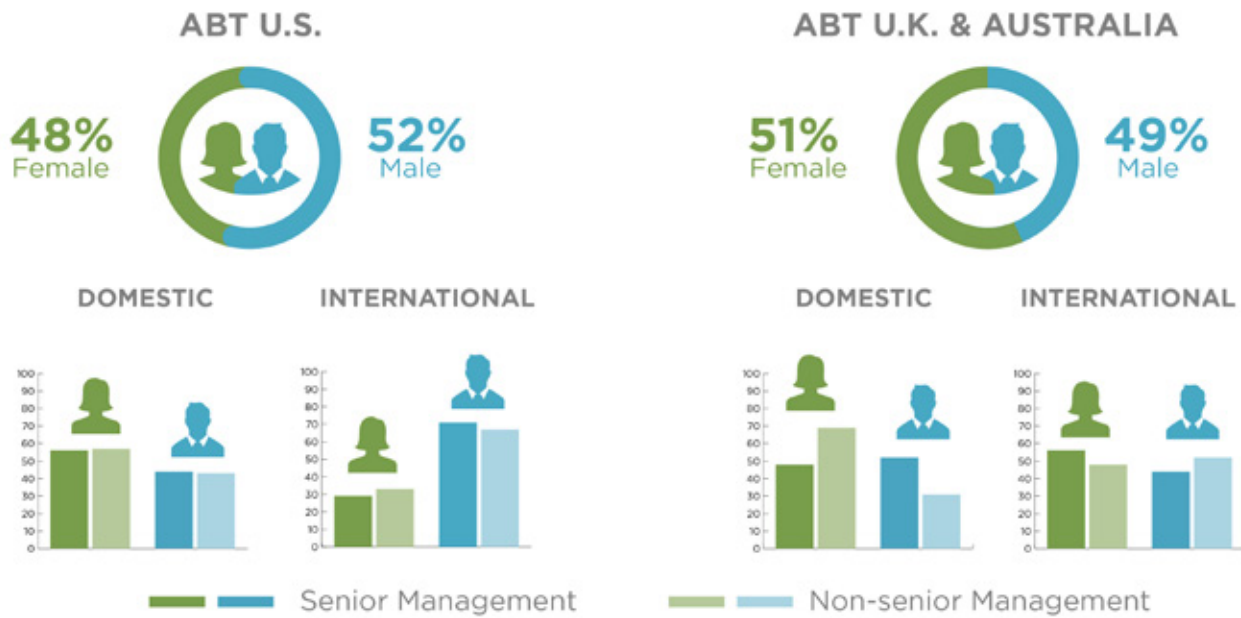
Serving in the military is a unique and profound experience and we are proud to have veterans contributing to our work at Abt. In early 2019, we launched an Employee Resource Group (ERG) to connect employees across the U.S. with direct military experience, whose family members are or were in the military and staff working with veteran-focused community organizations and associations. The Veterans & Military ERG aims to build awareness of how service members’ skills transfer to benefit the company and to create an inclusive environment for employees with a background or interest in military service. The group is currently developing mentorship and professional growth opportunities for employees with interest in military-related work.

In Focus: EDGE Certification

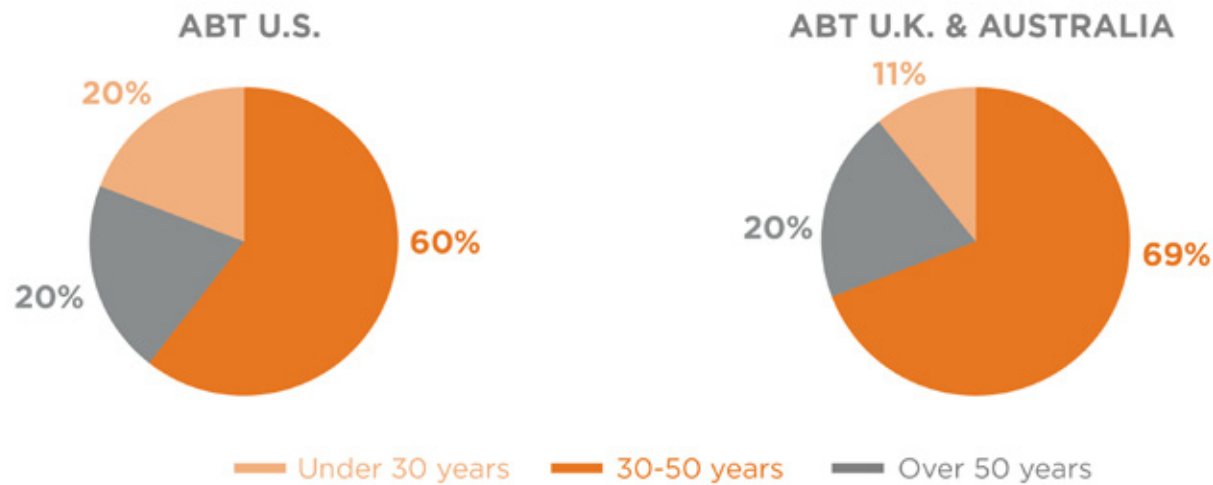
Abt was recently awarded EDGE Certification—Economic Dividends for Gender Equality. This makes Abt the first U.S. government implementing partner to meet the prestigious global business standard. EDGE is considered the leading global assessment methodology and business certification standard for gender equality. The process included an intensive audit of our gender equity practices, policies and employee perceptions and benchmarking them against other organizations. Abt is one of just 20 organizations in the U.S. that currently have EDGE Certification. Attaining EDGE Certification signals our commitment to raising the standards of gender equality—not only through our work with marginalized and vulnerable populations, but at every level in our workplace.



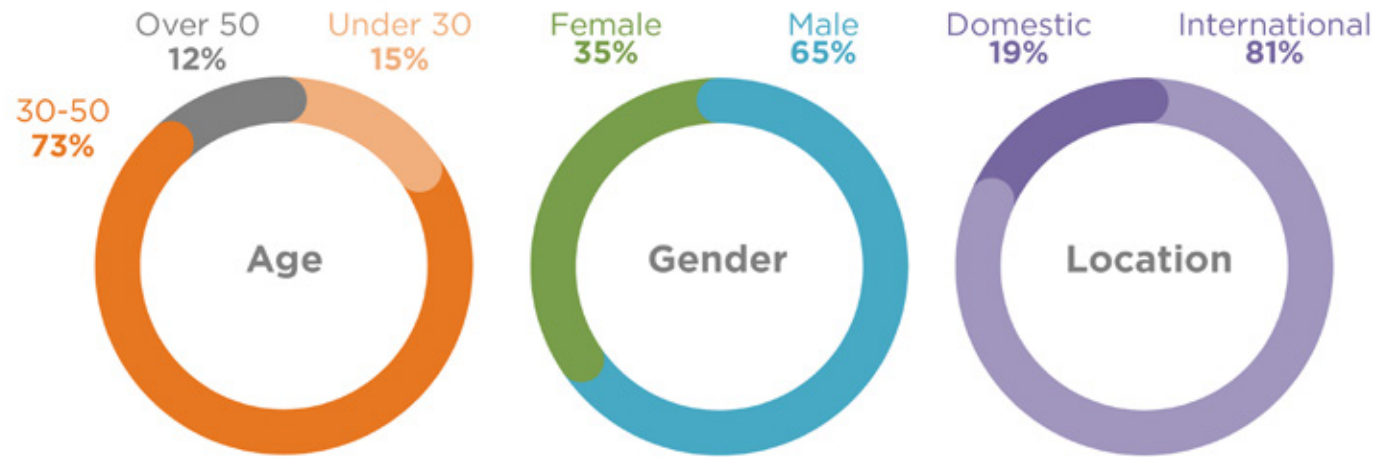
BOLD THINKERS BY GENDER - FY19



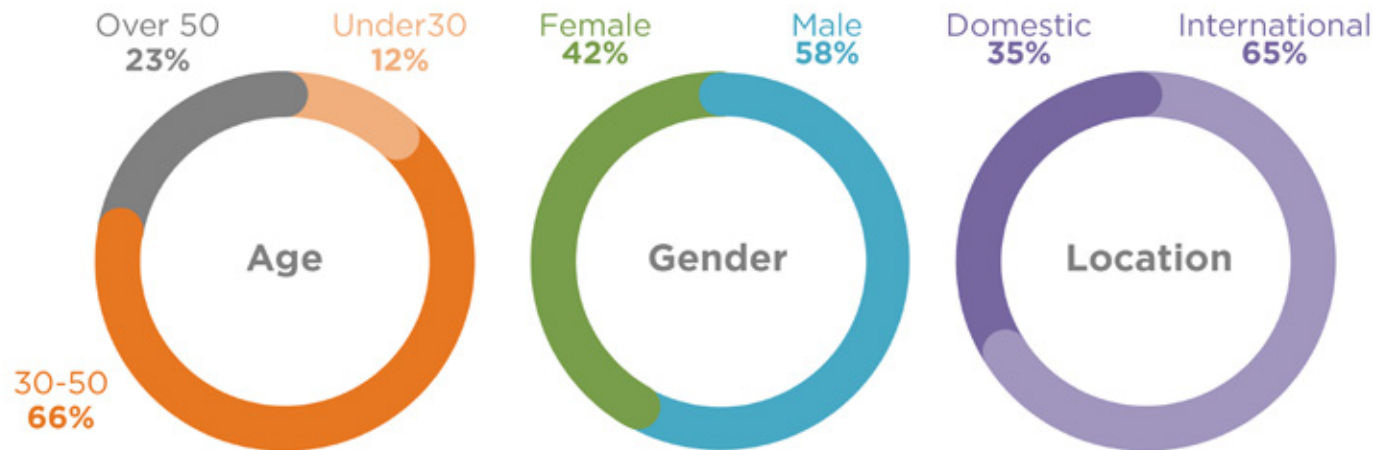
BOLD THINKERS BY AGE - FY19



**ABT U.S. - FY19
NEW HIRES AT-A-GLANCE**



**ABT U.S. - FY19
TURNOVER AT-A-GLANCE**



Facilitating a Culture of Learning

Abt Associates is dedicated to providing resources and programs to support staff growth and development to help them succeed in their careers.

We offer a range of professional development opportunities, including financial assistance for accredited university courses or professional certifications, internal courses, brown bags and technical workshops. We know that on-the-job learning is critical to our people’s growth, so we foster an environment where stretch assignments and internal mobility opportunities are encouraged and supported.

Our Mobility Marketplace enables staff to post or accept open assignments, facilitating internal movement and exposure to different areas of the company.

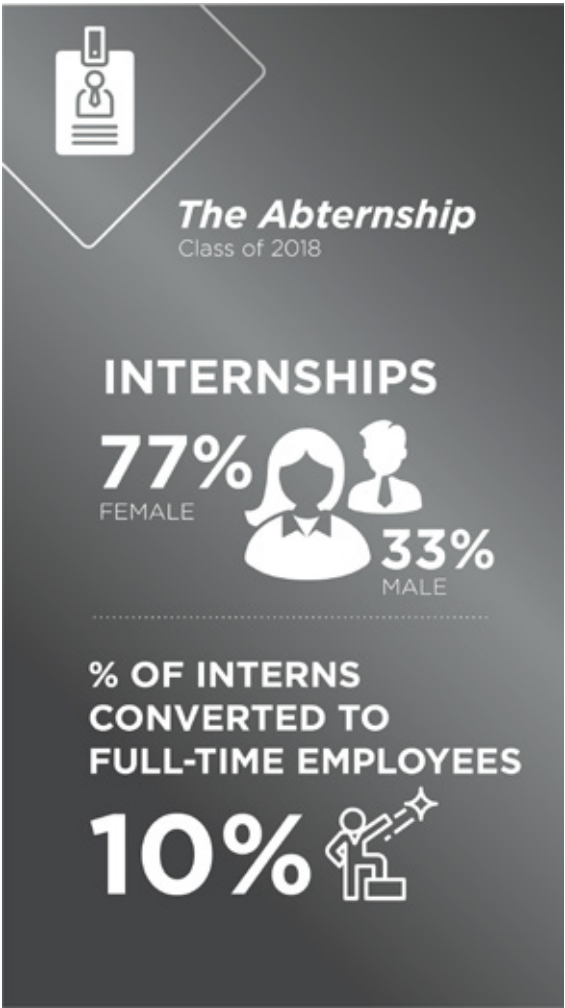
This year we launched an exciting pilot program—Learning Accounts. Through this program, staff accrue hours that can be spent toward professional development outside the office such as attendance at seminars and conferences, as well as toward internal growth opportunities.

Data Science Fellowship

Abt’s new Data Science Fellowship is an intensive cohort-based instructional program designed to increase staff capacity in using artificial intelligence (AI) to streamline and improve data analysis using large amounts of data. The Data Science Fellows create and train AI algorithms in the form of applications in predictive analytics and natural language processing within their subject matter areas, including health, environment, education and international development.

Abternship

In 2018 we celebrated the fourth year of the formal Abternship program and welcomed 22 Abterns. Ten percent of our Abternship participants have gone on to join our bold workforce after graduation.



Abt Interns

~Will Yetvin
Abt Intern 2017,
President & CEO's Office

The internship program at Abt Associates strikes a perfect balance between structure and personal initiative. The program builds a tight-knit community of interns through learning and social events but also allows interns to explore what interests them about the company and projects they are working on. With guidance from my supervisor, I was able both contribute to ongoing efforts in the CEO's Office and execute new ideas on my own. Overall, the Abternship allows for personal and professional growth amidst a diverse group of interesting and motivated individuals.

~Emilie Kahn-Boesel
Abt Intern 2017,
Social and Economic Policy Division

My internship strongly influenced my career path because I was able to work at Abt part-time during my senior year and I am so excited to be returning to Abt full time after graduation. I enjoyed working with everyone in the division, from research assistants to senior associates— they made me a part of the team and wanted me to have a fulfilling experience, which is why I would highly recommend this position to anyone looking for hands-on project work with passionate people who care about your growth.



OUR EMPLOYEE WELLNESS

Supporting Health and Balance

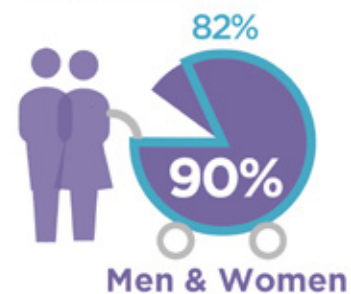
The health and wellness of our staff is a high priority. We offer a robust set of benefits—from comprehensive health insurance, retirement and commuting assistance, to wellness perks like massages, on-premise gyms and ergonomic assessments.

We regularly review our offering to ensure we meet the needs of our staff. In FY2019, we updated our parental leave policy. New parents can now receive 10 days of full paid leave when they welcome a new child into their life, through birth or adoption. In addition, we launched an Adoption Assistance benefit reimbursing \$5,000 in costs per adoption. We are proud to live our values by reinforcing our commitment to being a family friendly employer of choice.

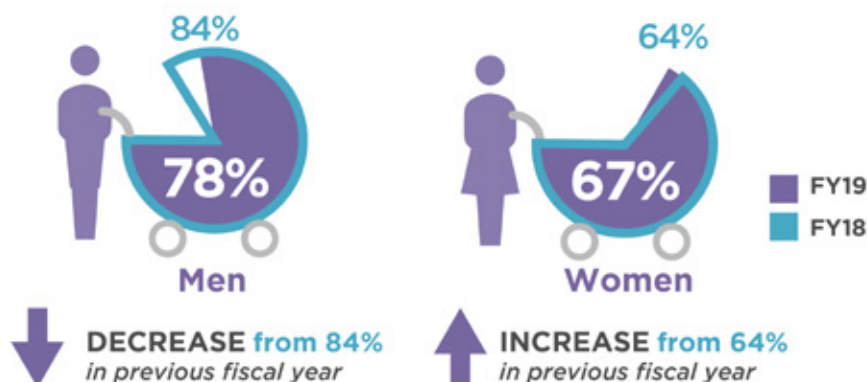


IN FY19, OUT OF EMPLOYEES WHO TOOK PARENTAL LEAVE...

...RETURNED TO WORK in the same year



...WERE STILL EMPLOYED with Abt 12 months later

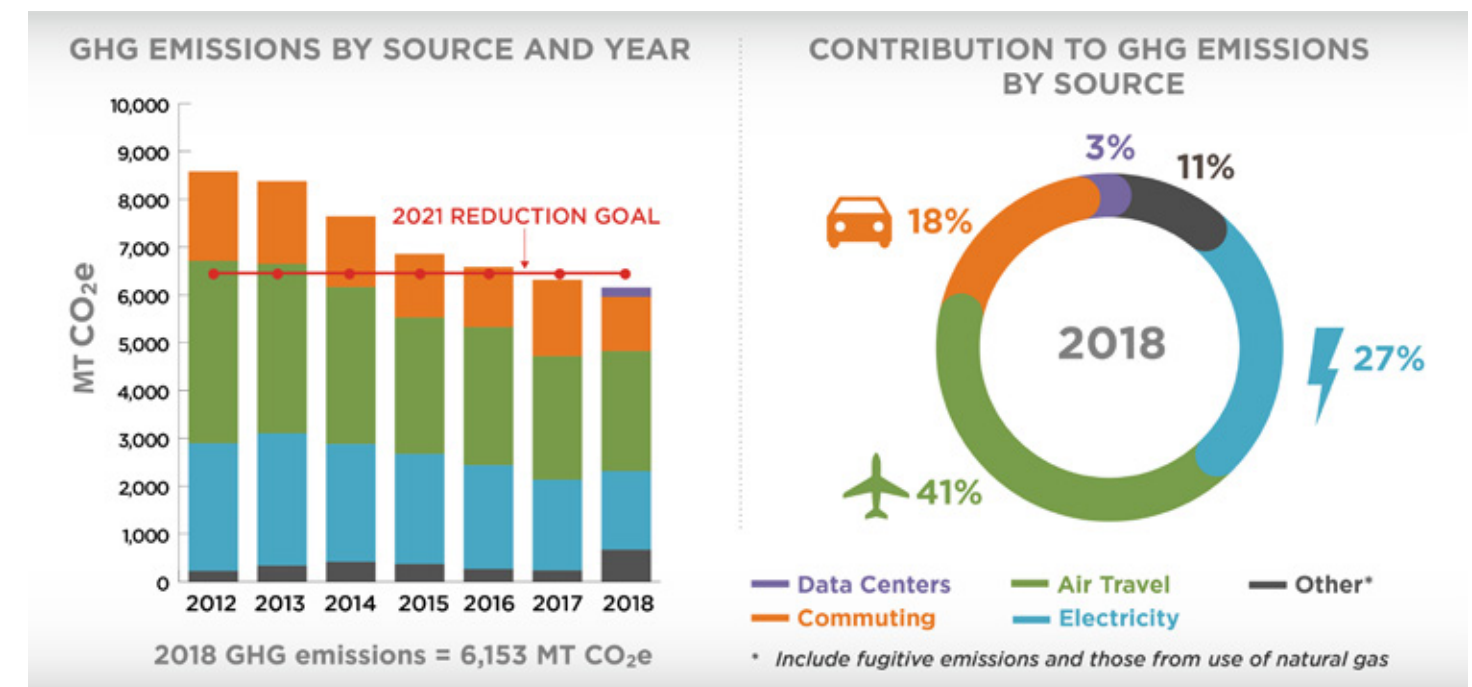


OUR ENVIRONMENTAL RESPONSIBILITY

Driving Down Our Own Greenhouse Gas Emissions

We are committed to decarbonization. To ensure we keep on track for our 2050 Zero Carbon goal, we use emission reduction targets to gauge our progress and actively manage our emissions. Our first target was a 25 percent reduction in GHG emissions by 2021 from our 2012 base year. As of 2018, we have reduced emissions by 28 percent—and are not stopping there. We are excited to begin development of our next target for 2026.

Our 2018 emissions of 6,153 MT CO₂e include the addition of two data centers to our emission inventory and emissions from the build-out phase of our two new offices in Maryland and Massachusetts. Even with these additional GHG sources, the total amount emitted is lower than the previous year as we saw an overall reduction in electricity, air travel and employee commuting emissions.



Electricity reduction was largely attributed to those two new sustainably built offices, accounting for a combined 51 percent reduction in electricity use compared to the previous locations. To further offset our emissions, we purchase Renewable Energy Credits (RECs). When accounting for our 2018 RECs, our total emissions result in a 31 percent reduction from 2012.



Ensuring Sustainable Operations

Eliminating Land-Fill Bound Waste

It's not about waste management, it's about waste elimination. In 2018, we enhanced our strategies including standardizing recycling signage across our U.S. offices, stocking our cafes with reusable silverware, plates and glassware and scaling our employee education activities.

To date, we have implemented recycling services in all of our U.S. offices, and food composting services in three—which serve more than 50 percent of our U.S. staff. In Maryland and Massachusetts, our two largest U.S. offices, we track waste generation data, and have set land-fill diversion goals of 80 percent by 2020.



Minding What We Purchase

What comes in to Abt is just as important as how we dispose of it. We continue to find ways to track and reduce our footprint whether we are moving to a new office space or procuring supplies and machines for our operations.

Abt partnered with architects, designers and project teams to develop a Sustainability Charter to guide the integration of sustainable design elements into our new offices in Maryland and Massachusetts. Those include, LED lighting, Forest Stewardship Council (FSC) certified flooring, carbon-neutral carpeting, zero volatile organic compounds (VOC) paints and energy-efficient equipment. We screen procurement of items from cleaning supplies to office supplies, from printers to laptops for attributes like high post-consumer recycled content, energy efficiency and non-toxic materials.



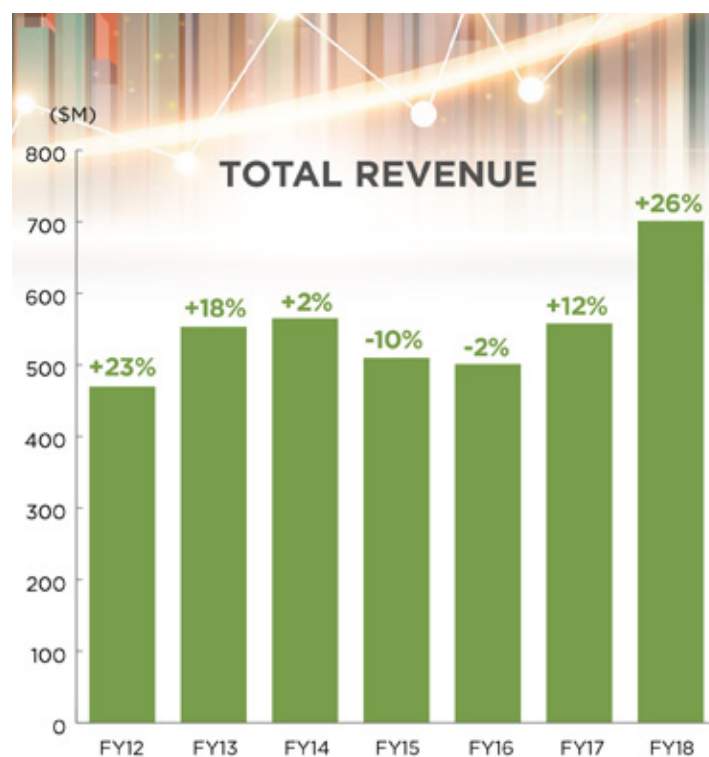


OUR FINANCIAL HEALTH

Maintaining a Healthy, Thriving Company

Financial health and mission impact are intimately linked at Abt Associates. Strong financial health enables us to invest in our mission, our people and our systems. Between FY17 and FY18 we grew 26 percent and further expanded our work in Australia and the Pacific, as well as in Africa, Latin America and the Caribbean and the United States.

Our ability to scale innovative approaches to address entrenched challenges across many disciplines—customized to clients' needs and supported by cutting-edge technology—has enabled Abt to grow and thrive with a laser focus on advancing our mission around the world.





COLLABORATIVE

BALANCED

MISSION
DRIVEN

Being mission-driven has no boundaries—and for our staff, improving people’s lives doesn’t end at the close of business. From donation drives to disaster relief, we amplify the impact of our caring bold thinkers around the world.

OUR COMMUNITIES



CONNECTING WITH OUR COMMUNITIES

Every year, Abt Associates sets aside a portion of profits to bring skills, expertise, resources and energy to the local communities in which we operate and where our staff live. We’re intentional in our community involvement, ensuring that our support amplifies the impact of organizations aligned with our mission to improve people’s lives.

From facilitating employee-led events to supporting staff serving as board members. From sponsoring athletic events to matching employee contributions to help survivors of natural disasters. We serve as a catalyst for enabling our employees to make a personal impact in communities around the world.

Volunteering

Over the past year, we have given staff new opportunities to volunteer right at the office by bringing events on-site. We have prepared sandwiches for a local homeless shelter, we have organized dozens of donation drives, and we have hosted pop-up bookstores benefitting economically disadvantaged youth. These are just a few examples of the hands-on opportunities we engaged in over the year.

Direct service with communities is also a key part of our efforts. From mentoring a South African youth group to managing volunteers at a high school robotics competition, to offering pro-bono evaluation services to a Boston non-profit working with families of children ages 0-3. We actively engage with our communities to make a positive impact.



As a new employee in my first week on the job here in Cambridge, I was excited to join a volunteer event and meet other Abt staff I would not regularly interact with in my daily operations. It was a great opportunity to socialize, be outside on the water and help a local cause that ties into my role here at Abt, as well as my passion for sustainability."

~Kim Stama
Sustainability Administrator

One of our favorite annual activities is the Mystic River Clean-up at our Cambridge, Mass. office. Partnering with the Mystic River Watershed Association, Abt volunteers head out in canoes to pull invasive water chestnuts out of the river by hand.



22 Abt VOLUNTEERS
FILLED 154 laundry baskets
with water chestnuts in 3 hours

OVER 66 HOURS
OF CLEAN UP SUPPORT

CLEANING UP THE MYSTIC RIVER FROM INVASIVE SPECIES



Bokamoso Youth Foundation (BYF)

35 STUDENTS ENROLLED
YEARLY IN PROGRAM

Since 2008, the BYF has

AWARDED 365 SCHOLARSHIPS
BENEFITING 207 YOUTH
with higher education opportunities

 **2,000+ HOURS VOLUNTEERED**

Volunteers at high school robotics competition





DIRECT FINANCIAL SUPPORT

Natural disasters are becoming more frequent and more severe around the world. When disaster strikes, we donate directly to organizations providing effective responses on the ground in the U.S. and internationally. To make our corporate contributions go further, Abt matches employee donations.

Indonesia's Earthquake Relief Efforts

Donations by staff and corporate matches were made to Helping Hand for Relief and Development's Indonesia Earthquake Relief Fund, and the Abt KOMPAK project team in Indonesia. Abt Australia staff in Brisbane also set up a Lombok earthquake charity lunch for additional support.



Building a New Classroom in Papua New Guinea

In March 2019, Abt participated in an event in Port Moresby that included the auction of donated items such as signed rugby jerseys and a scenic helicopter ride, as well as raffle tickets for a range of prizes.





ATHLETES FOR A CAUSE

One long-standing tradition is our support for athletes for a cause. Staff walk, run, and bike to raise money for important, mission-aligned causes and Abt sponsors many such events.

Examples of causes include HIV prevention, children's health, veteran support, and so much more.



Race for Every Child, Washington, D.C. October 2018

“Every year we sponsor Abt Rockville staff who want to participate in the annual Race for Every Child to benefit Children's National. The run unites families, weekend joggers, serious runners and all members of the community around a common cause: to help children grow up healthier. Children's National is among the nation's top five pediatric hospitals. It relies on funds raised through the Race for Every Child to expand programs, develop new therapies and ensure the same level of world-class care for every child in need. The 2018 race raised \$1.38 million in donations.”

**~Klara
Zimmerman**
Analyst
Division of Health &
Environment



**BOLD
THINKERS
DRIVING
REAL-WORLD
IMPACT**

Abt Associates is an engine for social impact, harnessing the power of data and our experts' grounded insights to move people from vulnerability to security worldwide. Every single day.

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JUNE 2019

Send feedback to impact@abtassoc.com