



REAL-WORLD
IMPACT
Mission Impact Report
2020 UPDATE

Every day, our staff is working to improve the quality of life and economic well-being of people worldwide. That is our mission, and we are delighted to present the 2020 Abt Associates Mission Impact Report. Delve into the demonstrable impact we are having in improving people's lives through our work, through how we operate our company, and how we interact with the communities in which we live.

LETTER FROM THE CEO

COVID-19. Climate change. Systemic racism. If there was ever a time for agile thinking and comprehensive responses to complex problems, this is it.



Over nearly six decades, Abt Associates has intentionally cultivated deep expertise in disciplines from toxicology to education, from health systems and service delivery, to clean energy and governance. We bring it all to bear on the challenges facing communities around the world. Responding to the unprecedented challenges brought about by COVID-19, we mobilized our epidemiologists, along with experts in housing and child welfare, criminal justice, and gender-based violence, to inform timely action, help abate the worst scenarios, and help ensure that we contribute to building resilience.

Resilience, in the face of inequity, in the face of the destructive effects brought about by climate change, and in the face of infectious diseases, is what we aim to foster across vulnerable communities. Helping people to move from vulnerability to security around the world is why we come to Abt Associates. The historic bushfires that tore through Australia, personally affecting our staff in Canberra and Brisbane, and posing rippling threats to public health, national security, and food production, demonstrate that the scale of today's challenges requires nothing less than a system-informed, dynamic, data-driven, and bold response. We stand prepared to partner and deliver on transformative solutions. And we take this personally.

It's personal to us because our team of more than 3,700 around the world, is motivated by our mission and committed to living Abt's mission through our project work and through the way we run our company. Decarbonizing our operations, achieving EDGE certification for gender equality, investing in our employees' development and well-being, and fostering a culture of inclusion—our mission is our north star, and we deliver on it every day.

I am proud of the impact we are creating through our work, how we operate, and how we interact with our communities. As you will see in this report, impact is what drives us.

All the best,

A handwritten signature in black ink that reads "Kathleen A. Nauage". The signature is written in a cursive, flowing style with a long, vertical tail on the letter 'K'.

3,700+ GLOBAL STAFF

WORKING IN 50+ COUNTRIES



CORPORATE OFFICES IN THE U.S., U.K., AND AUSTRALIA

40+ INTERNATIONAL PROGRAM OFFICES



GLOBAL EDGE-CERTIFIED

1st EDGE-certified implementing partner for Governments of U.S. and Australia

- Education, Youth & Families
- Environment & Energy
- Food Security & Agriculture
- Gender Equality & Social Inclusion
- Governance & Justice
- Health
 - Behavioral Health
 - Chronic/Non-Communicable Diseases
 - Health Policy & Systems
 - Infectious Diseases
 - Private Sector Health
 - Reproductive, Maternal, Newborn & Child Health
- Housing, Communities & Asset Building
- Workforce & Economic Mobility

8 Intersectional MARKET AREAS

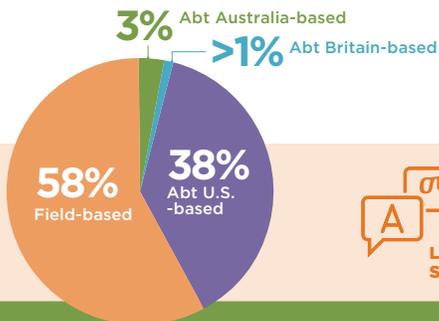


Integrated BUSINESS SOLUTIONS

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



3,700+ GLOBAL STAFF



OVER 56 Languages Spoken

Multidisciplinary EXPERTS



52% HOLD ADVANCED DEGREES

Trusted PARTNERS

17,800+

BUSINESSES & ORGANIZATIONS

OVER 250 CLIENTS

Small Business Subcontracts 33.8%



Small Business Partners Awarded Subcontracts Totaling \$165M



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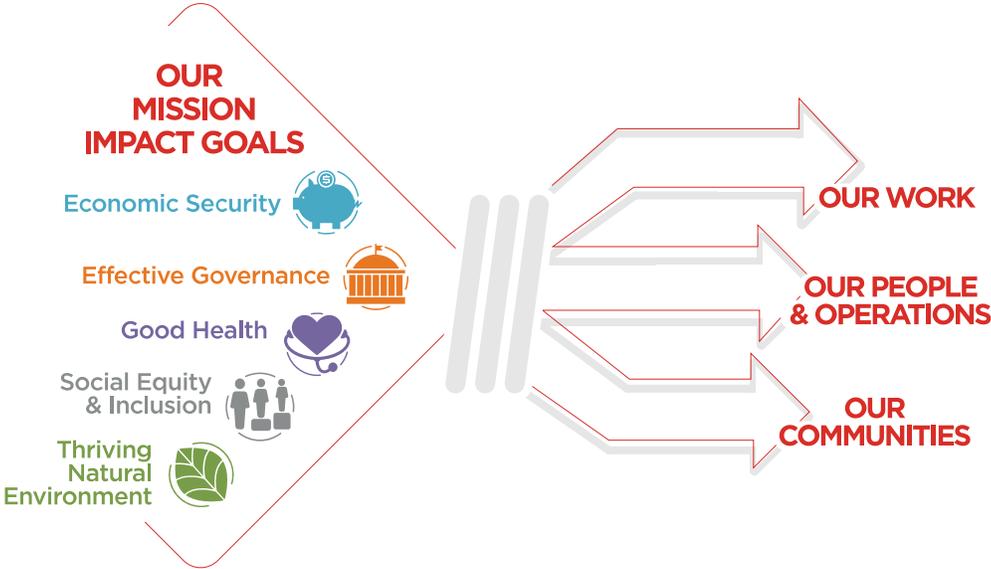
BREAKING BARRIERS. IMPROVING LIVES. EVERY DAY.

Abt Associates uses data and bold thinking to improve the quality of people's lives worldwide. From increasing crop yields and combatting infectious disease, to ensuring safe drinking water and promoting access to affordable housing—and more—we partner with clients and communities to tackle their most complex challenges.

ABT'S 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 since 1965, and one that permeates everything we do, every day.

We advance our mission through 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. Across each, we operationalize our mission through five mission impact goals, to measurably distill our impact around the world.



In addition to reporting on our own mission impact goals, we adhere to international frameworks such as the Global Reporting Initiative (GRI) Standards and the Ten Principles of the United Nations Global Compact (UNGC). We are also deeply committed to advancing the U.N. Sustainable Development Goals (SDGs) and have aligned our reporting to that global transformative agenda.

A note on reporting time frames: This report spans multiple time frames depending on the topic in focus. This includes the 2019 calendar year, Abt's 2020 fiscal year (April 2019 to March 2020), and our clients' fiscal year designations. All relevant timeframes are noted throughout the report.



 **OUR
WORK**

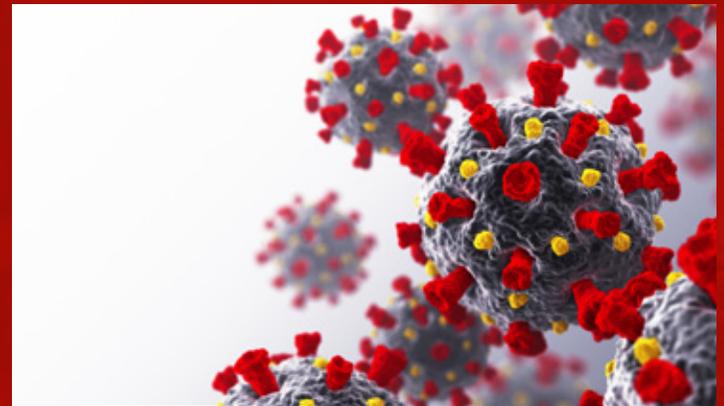
Our staff of nearly 4,000 is working in more than 50 countries to help people move from vulnerability to security. We are improving individuals' access to affordable healthcare, promoting economic opportunities for women, and increasing smallholder farmers' productivity and income. We are partnering with governments to deliver basic services, evaluating and strengthening early education interventions, and mobilizing the private sector to deploy renewable energy. We are creating knowledge, strengthening systems, and directly improving people's lives.

Our Response to COVID-19

Infectious disease experts have said for years the question isn't if there would be another pandemic but rather when. COVID-19, which continues to spread around the globe, is just the kind of seismic public health event they predicted.

And its impact goes way beyond health.

Abt is addressing this unfolding crisis on many fronts, including data science, public policy research, and population research. Interdisciplinary teams are looking at implications for everything from housing policy and early release from jails and prisons, to food waste management disruptions and resulting increase in methane emissions.



We've learned two important lessons from previous pandemics:

- Effective social and behavior change communication is critical and must be deployed quickly. Abt issued a white paper on this subject within two weeks of state-issued stay-at-home orders.
- A research strategy should be ready for launch immediately upon an outbreak—and funding for that research must be in place.

Abt has been asked by the U.S. Centers for Disease Control and Prevention to conduct studies of five population cohorts, using an existing infrastructure that Abt set up in 2013 as part of an influenza pandemic preparedness strategy.

Visit our [Covid-19 Insights page](#), where you will find dozens of pages of content, including white papers, blogs, podcasts, project briefs, and feature stories discussing the pandemic.



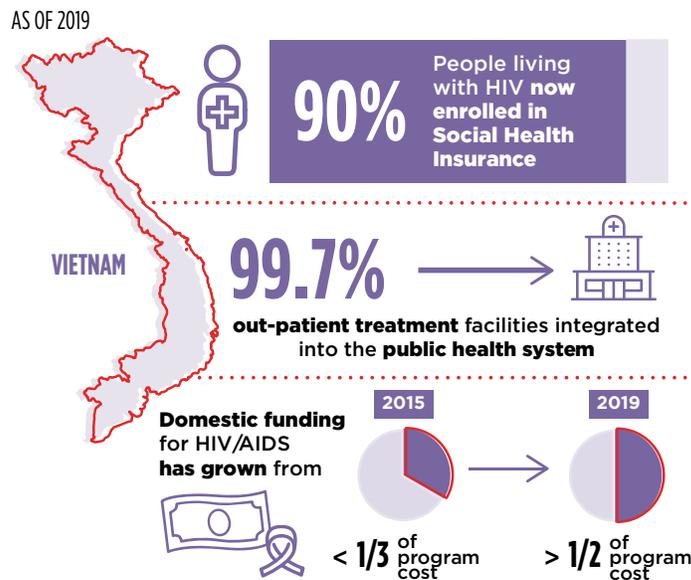
GOOD HEALTH



Journey to Self-Reliance: HIV and AIDS Care

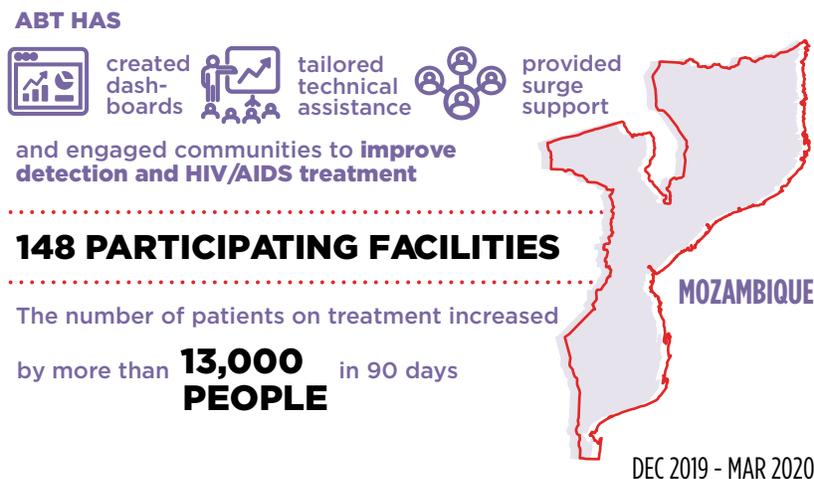
Abt is helping **Vietnam** transition its HIV program from donor to domestic financing in a way that ensures financial protection of people living with HIV and AIDS and builds a sustainable system for delivering lifesaving drugs. Centralized procurement of antiretroviral drugs has lowered costs. HIV services have been integrated into Vietnam's Social Health Insurance (SHI) scheme, and 99.7 percent of the

country's out-patient treatment facilities have been integrated into the public health system. Abt also helped provinces develop local subsidy plans for insurance copayments and premiums. Of people living with HIV, 90 percent are now enrolled in the SHI program, up from 35 percent in 2015. Domestic funding for HIV/AIDS has grown from covering less than a third of the program to covering more than half in 2019.



In **Mozambique**, many people living with HIV remain hard to reach and maintain on treatment. With Abt’s help, healthcare facilities are improving their ability to reach these people with efficient, data-informed care. Abt has created dashboards, provided surge support, tailored technical assistance, and engaged communities to improve HIV detection and

increase treatment. The 148 participating facilities and communities they serve are now better equipped to assume more responsibility to improve performance. Among other promising achievements, the number of patients on treatment increased from 207,753 to 221,164 in just one quarter.



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

PROJECT: USAID Sustainable Financing for HIV Efficiencies for Clinical HIV/AIDS Outcomes (ECHO)

Evaluating Innovative Medicare and Medicaid Models

Under the Affordable Care Act, the U.S. Centers for Medicare and Medicaid Services (CMS) is reforming payment systems to lower costs and improve the quality of care. Abt has examined two innovative approaches aimed at achieving these goals.

The first focused on a program that sought to expand access to community housing for Medicaid enrollees with disabilities. The Medicaid Innovation Accelerator Program (IAP) supported partnerships between state Medicaid and housing agencies. Our evaluation provided CMS with real-time information to refine the program. Results suggest the IAP successfully

strengthened crucial partnerships to support community housing options. This is important because many people with disabilities prefer community living.

The second assessed CMS’s attempt to overcome a sizable barrier to Medicare reform. Financing impedes many rural health providers from participating in Accountable Care Organizations (ACOs), groups of providers that coordinate care to improve population health. A new ACO Investment Model (AIM) provided up-front financing to these providers. Abt detailed how the model increased rural-provider participation in ACOs and reduced Medicare spending without lowering quality of care.

Q. DID THE MEDICAID INNOVATION ACCELERATOR PROGRAM (IAP) STRENGTHEN PARTNERSHIPS BETWEEN STATE MEDICAID AND HOUSING AGENCIES?

A. Yes, state Medicaid agencies used IAP support to:



STRATEGICALLY DESIGN MEDICAID WAIVERS to expand housing-related supports

BUILD A BUSINESS CASE for supportive housing

MATCH HEALTH AND HOMELESSNESS DATA to identify underserved areas and measure impact

INSERT HOUSING INCENTIVES into managed care organization contracts

Q. DOES AIM'S UP-FRONT FINANCIAL SUPPORT FOR PROVIDERS INCREASE PROVIDER PARTICIPATION IN ACCOUNTABLE CARE ORGANIZATIONS (ACOs) AND TRANSLATE TO SAVINGS FOR MEDICARE?

A. Yes, AIM ACOs realized net reductions in total Medicare spending of

\$108.4 million in the first year, and **\$153.4 million** in the second year **without lowering quality of healthcare.**

A majority of ACOs reported they would not have participated without AIM funding.

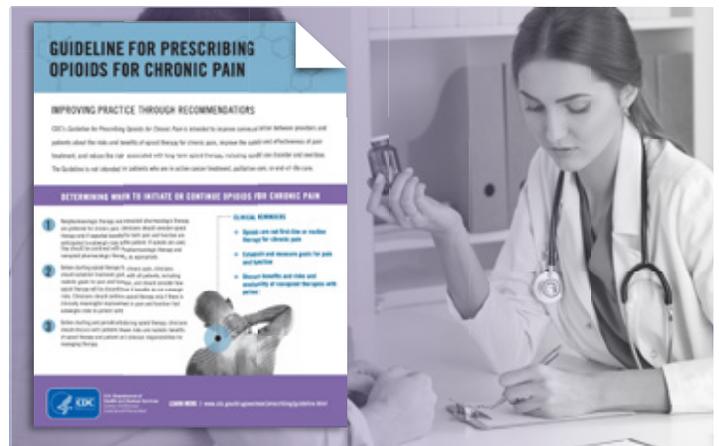


CLIENT: U.S. Centers for Medicare and Medicaid Services (CMS)

PROJECT: Evaluation of the Medicaid Innovation Accelerator Program, Evaluation of the ACO Investment Model for the Center for Medicare & Medicaid Innovation

Opioids: From Prescribing Guidelines to Clinical Practice

Recognizing the need for clear prescribing guidelines for providers, the U.S. Centers for Disease Control and Prevention (CDC) issued the Guideline for Prescribing Opioids for Chronic Pain. The Guideline and its recommendations are being adopted by clinicians and have contributed to change in opioid prescribing practices. Abt reviewed the literature to determine evidence-based recommendations for CDC's consideration.



CLIENT: U.S. Centers for Disease Control and Prevention (CDC)

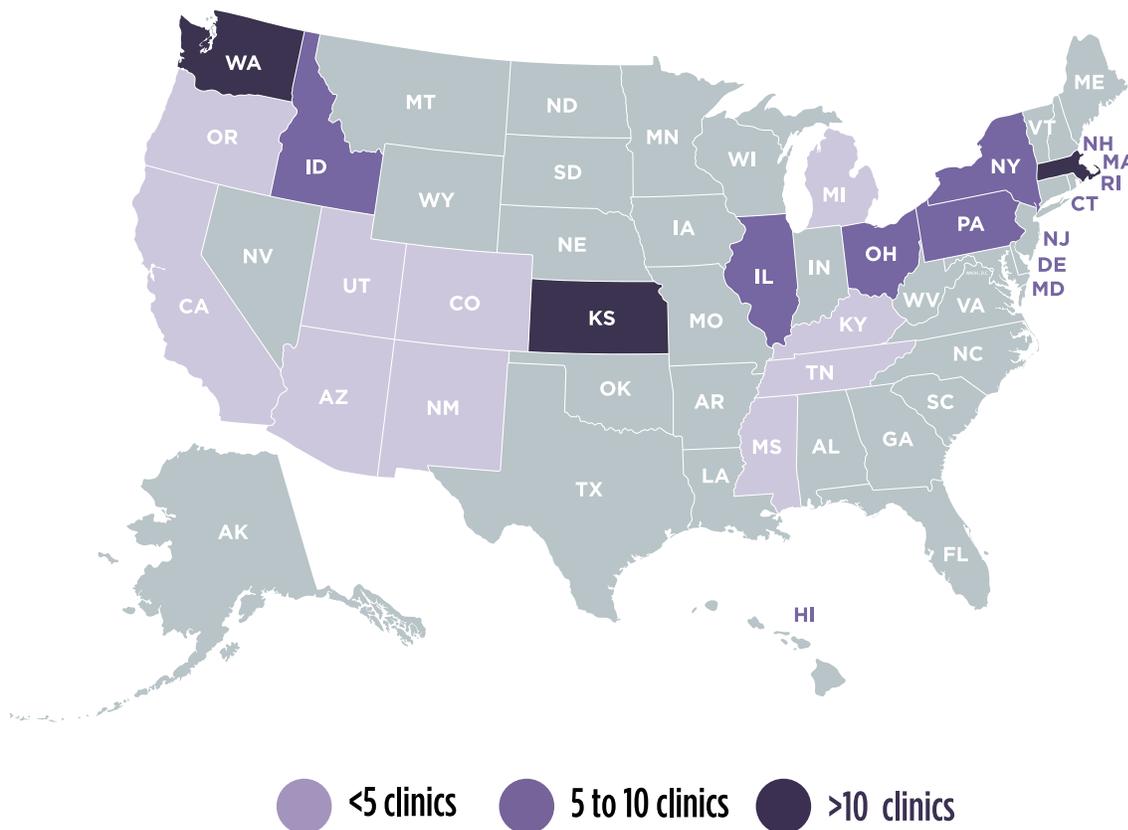
PROJECT: Support Development of Opioid Prescribing Guidelines

Prescribing guidelines are insufficient to change practice without implementation. Thus, Abt and partners developed clinical quality improvement (QI) measures for healthcare systems to understand and track their prescribing practices and guided the implementation of opioid QI efforts. Using these tools, we have supported two collaboratives with more than 120 diverse primary care practices in 11 states in their efforts to improve prescribing and to monitor use of QI measures. Additionally, Abt contributed to

a guide for the Six Building Blocks of Opioid Management. We have engaged primary care practices to use it and are evaluating its effectiveness.

Abt is recognized for its multidisciplinary approach to opioid prevention and treatment. We have studied how effective housing models and community supports promote recovery, and how linking recovery and employment services can help address the epidemic.

Abt is engaging over 120 clinics in 11 states to improve the safety of opioid prescribing and the quality of care for patients with chronic pain



CLIENT: U.S. Agency for Healthcare Research and Quality (AHRQ)
PROJECT: Implement and Evaluate CDC Opioid-Related Quality Improvement Measures in Clinical Settings, Evaluating and Implementing the Six Building Blocks Team Approach to Improve Opioid Management in Primary Care



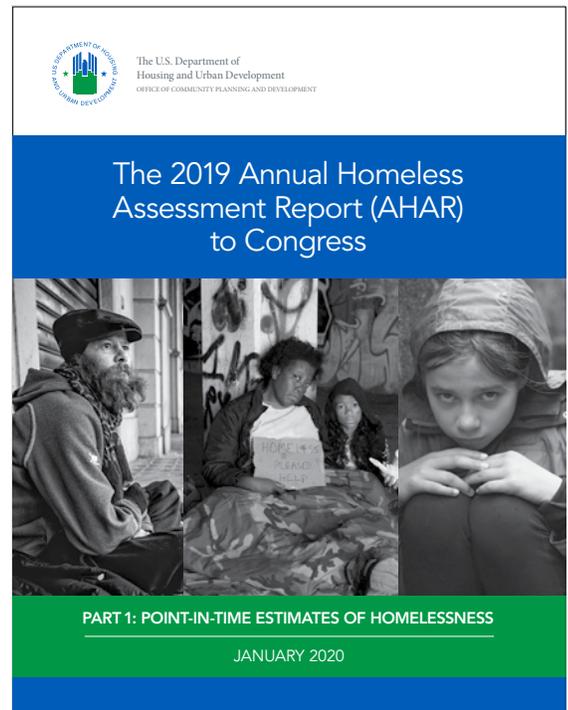
ECONOMIC SECURITY



Finding Solutions for Housing

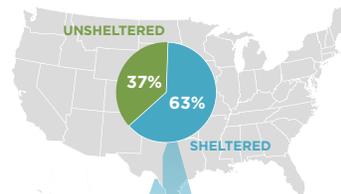
Abt Associates is recognized for its deep expertise in homelessness and housing. We pioneered the methodology to measure homelessness across the country, and since 2007, we have collected and analyzed data for the Annual Housing Assessment Report (AHAR) to Congress. The 2019 AHAR revealed mixed findings. Although family homelessness declined by five percent, the number of individuals experiencing homelessness without shelter increased sharply, by nine percent.

Communities' responses to homelessness depend on having localized data to make informed decisions. Working with the U.S. Department of Housing and Urban Development, Abt developed a data visualization tool, Stella Performance, that enables local data analysis to examine length of time homeless, exits to permanent destinations, and returns to homelessness.





National Data Reporting - Annual Housing Assessment Report (AHAR)



Local Data Analysis - Stella Performance



Which combination of interventions is most effective at exiting households to permanent housing?



How is my system serving indigenous people and people of color?



Are families or single adults experiencing homelessness longer?

Stella Performance measures...

1 average days homeless

2 % exit to permanent destinations

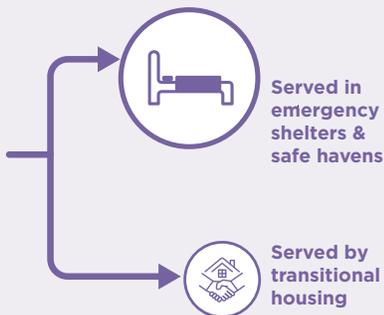
3 % returning to being homeless after exiting system



for different populations

...within the system.

NUMBER OF HOUSEHOLDS SERVED BY HOMELESS SYSTEM



1 85 days



26% Exit to permanent destinations

3 9% Return to experience homelessness after exiting system

RETURNS BACK INTO THE HOMELESS SYSTEM



CLIENT: U.S. Department of Housing and Urban Development (HUD)
PROJECT: Stella Performance Data Indicator

Housing availability is a social determinant of economic mobility and overall well-being. In a recent groundbreaking study, Abt evaluated whether calibrating Housing Choice Vouchers (rental assistance) to ZIP code average rents, rather than a metropolitan area average, would give households receiving the subsidy access to areas of higher opportunity without significantly raising overall subsidy costs. Our evaluation found that the recalibration resulted in more voucher holders, including families with children, moving to high opportunity ZIP codes (with lower poverty rates, higher proficiency schools, and lower environmental hazards). This research, together with recent literature on the long-term effects of children living in high-opportunity neighborhoods, suggests that implementing ZIP code calibrated rental assistance may improve intergenerational economic mobility for low-income families receiving housing choice vouchers.

ZIP code calibrated rental assistance offers people more economic mobility and may affect intergenerational well-being

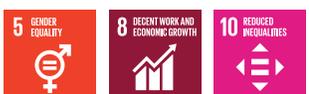
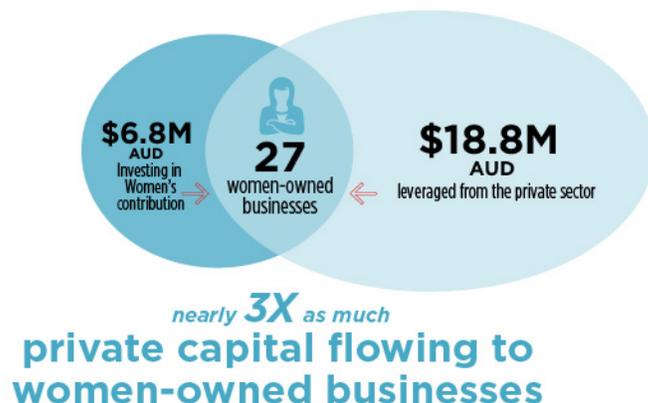
Small Area Fair Market Rent (SAFMR) Demonstration



CLIENT: U.S. Department of Housing and Urban Development (HUD)
PROJECT: Evaluation of the Small Area Fair Market Rent Demonstration (SAFMR)

Multiplying the Benefits of Women’s Economic Empowerment

Harnessing women’s economic potential creates jobs, drives economic growth, and transforms economies. It also can increase women’s agency in their families and communities. In **South East Asia**, leading Investing in Women (IW)—Australia Government’s flagship initiative—Abt developed an effective approach to target impact investors, which has nearly tripled the private financing available to 27 women-owned businesses to date.



CLIENT: Australia Department of Foreign Affairs and Trade (DFAT)
PROJECT: Investing in Women (IW)

Many of Abt’s projects promote women’s economic empowerment—from advancing health to clean energy. In 2019, Abt hired more than 16,000 women in 14 **African** countries to control malaria as skilled indoor residual sprayers, a traditionally male occupation. Of these, 1,670 women work as supervisors. In **South East Asia**, Abt sponsored nearly 40 women to participate in the region’s preeminent clean energy forum, enhancing their ability to drive change in this male-dominated field.

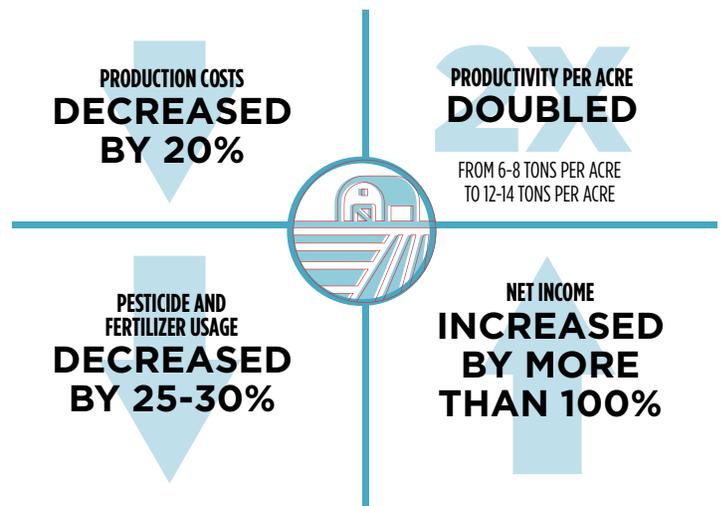


CLIENT: U.S. Agency for International Development (USAID)
PROJECT: PMI VectorLink, Clean Power Asia

Building Private-Sector Linkages to Improve Farmers’ Livelihoods

Egyptian smallholder farmers have excellent growing conditions, and their high-value crops should be easy to export. But barriers, such as fragmented supply chains and inefficient logistics, inhibit the potential. Building on work in other countries to strengthen market linkages, Abt has developed a buyer-led approach to overcome these barriers. An innovative pilot with PepsiCo and potato farmers illustrates the approach in action. Through producer organizations, we linked 150 farmers with PepsiCo and helped PepsiCo see the value of improved quality and traceability from contracting with the producer organizations directly, rather than through traders. We also provided technical assistance to the organizations. Farmers saw increased productivity and net income along with decreased pesticide and fertilizer use. We hope to expand the effort to more villages going forward.

PILOT RESULTS: IN 4 MONTHS...



CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Egypt Rural Agribusiness Project



EFFECTIVE GOVERNANCE



Making Community Supervision Field Contacts More Effective

With momentum moving away from mass incarceration, the justice system’s use of community supervision raises important questions about training officers to reduce recidivism: How often should officers contact their supervisees, and how can officers most effectively set up contact with the people they supervise? Abt’s earlier research in **Minnesota** and **Ohio** found that field contacts seemed to reduce recidivism overall, but differences emerged. In Ohio, for example, unscheduled and scheduled contacts were equally effective; in Minnesota, unscheduled contacts led to greater reductions in recidivism.

We are continuing to build evidence for best practices in community supervision through a randomized controlled trial of rehabilitative field work in community supervision agencies. The Abt team has been invited to share findings from our studies with leading criminal justice organizations, including the American Probation and Parole Association.

ABT’S RESEARCH EXAMINES:

1 Which community supervision practices are used in **home and field contacts**?

2 Which of these practices seem to be effective in maintaining **public safety** and promoting **compliance**?



CLIENT: U.S. National Institute of Justice

PROJECT: Experimental Test of Probation and Parole Rehabilitative Field Practices

Building Village-Level Capacity to Deliver Services

Among the main tenets of effective governance are decentralization and local administration. Through the Abt-led KOMPAK, Abt aims to build **Indonesia**'s capacity—from the national to village level—to deliver basic services. Working in more than 40 sub-districts, we developed a model to provide technical support to villages to better plan, allocate, and use resources. A survey showed almost all participating villages are using Abt's and the Indonesian government's training and independent learning modules to carry out these tasks. The Government of Indonesia and the World Bank are expanding

this model nationally after seeing improvements in budgeting and service delivery in pilot locations.

Use of reliable local data is also critical for informed governance, but many government-provided information systems sit unused in villages. Abt provided technical support and training in information systems to almost 340 villages. The result: 68 percent were using their systems to support planning and budgeting in December 2019, a 27-percentage point increase from July 2019.



DELIVERED TECHNICAL SUPPORT AND TRAINING IN INFORMATION SYSTEMS TO NEARLY

340 VILLAGES

LED TO



IN SYSTEM USE FOR PLANNING AND BUDGETING



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

Creating a Culture of Transparency and Citizen Engagement

Mexico is promoting transparency and greater accountability by establishing strong policies and seeking ways to put those policies into practice. Abt has helped the country make progress by enabling journalists, businesspeople, and everyday citizens to hold accountable their elected and appointed leaders. Working from 2013 through 2019, we created numerous open government mechanisms and strengthened the capacity of stakeholders to participate in them. We helped launch the National Observatory for Regulatory Improvement, now a self-

sustainable platform to prevent officials from exploiting local regulations for private gain. We integrated civic responsibility into childhood education, engaging almost a thousand students in activities that explain concepts and promote practices of civic engagement and transparency. And we created the Data Journalism Network, training nearly 300 journalists to access government data, resulting in at least 38 investigative articles as of April 2019.



CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Mexico Economic Policy Program (MEPP)

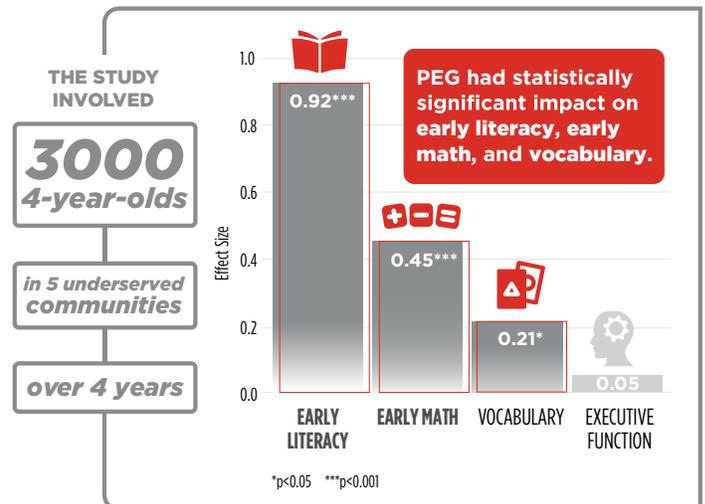


SOCIAL EQUITY & INCLUSION



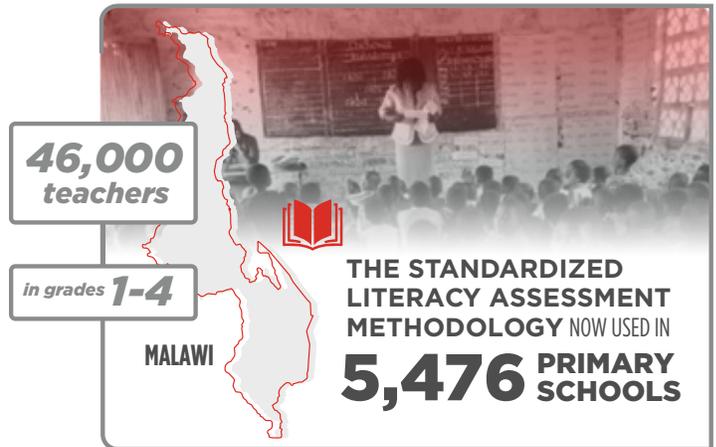
Education at Scale for Vulnerable Children

Children’s early learning experiences set the course for their future. The **Massachusetts** Preschool Expansion Grant (PEG) supported high-quality preschool for more than 3,000 4-year-olds in five underserved communities over four years. We partnered with the Massachusetts Department of Early Education and Care to document program implementation and evaluate the impact on school readiness. Our impact study discovered significant gains in early literacy and math skills, especially among children at highest risk. Teacher retention—a key contributor to quality education—also was higher for PEG teachers. Abt’s findings informed PEG implementation and helped shape the state’s plans for preschool expansion and program quality supports.



CLIENT: Massachusetts Department of Early Education and Care (EEC)
PROJECT: Preschool Expansion Grant (PEG) Evaluation

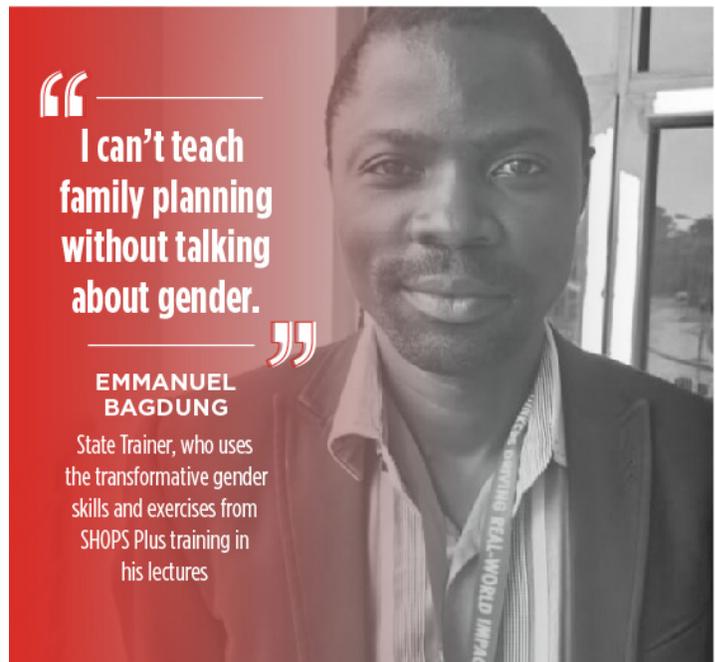
Access to quality education is important for children everywhere. In **Malawi**, children are at risk of not learning foundational literacy skills due to large class sizes and lack of standardized tools to identify gaps in knowledge. Abt is working with Malawi’s government to provide primary school teachers with instructional and assessment training to gauge their students’ progress and guide future policy. Virtually all of the country’s 46,000 teachers and head teachers in Standards (Grade) 1 to 4 have participated, and the standardized literacy assessment methodology is now used at scale in Malawi’s 5,476 primary schools.



CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Yesani Ophunzira (YESA) Activity

Reducing Gender Bias to Expand Family Planning Options

Gender norms and biases permeate nearly every aspect of society, including women’s health and family planning. Abt works globally to address these biases, and in **Nigeria**, one focus is on family planning providers. These providers may unknowingly hinder access to family planning because of social or cultural biases, for example by not offering long-term contraceptives to young or unmarried women. Addressing gender bias in provider training is critical to ensure that all women have access to the full range of family planning methods, especially in rural areas, where community health extension workers offer the only services. Through the Abt-led SHOPS Plus program, more than 900 providers in four states—women and men—took Abt’s training. They participated in interactive exercises that revealed how personal gender biases may affect service delivery. In 2020, the Nigerian Ministry of Health integrated Abt’s gender transformative approach into its national curriculum for family planning providers.



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

Closing the Gap for Marginalized People

Maternal wellness during pregnancy is a strong determinant of children’s health and, ultimately equity, especially for marginalized populations. To encourage robust perinatal care, Abt is implementing a partnership between the government of **Australia** and **Aboriginal and Torres Strait Islander** communities. Nurses and community workers provide visits to support women during their pregnancy and their babies’ early years to support them to build a safe home, healthy relationships and plans for a strong future.



CLIENT: Australia Department of Foreign Affairs and Trade (DFAT), Government of Indonesia
PROJECT: Australian Nurse Family Partnership Program, KOMPAK



THRIVING NATURAL ENVIRONMENT

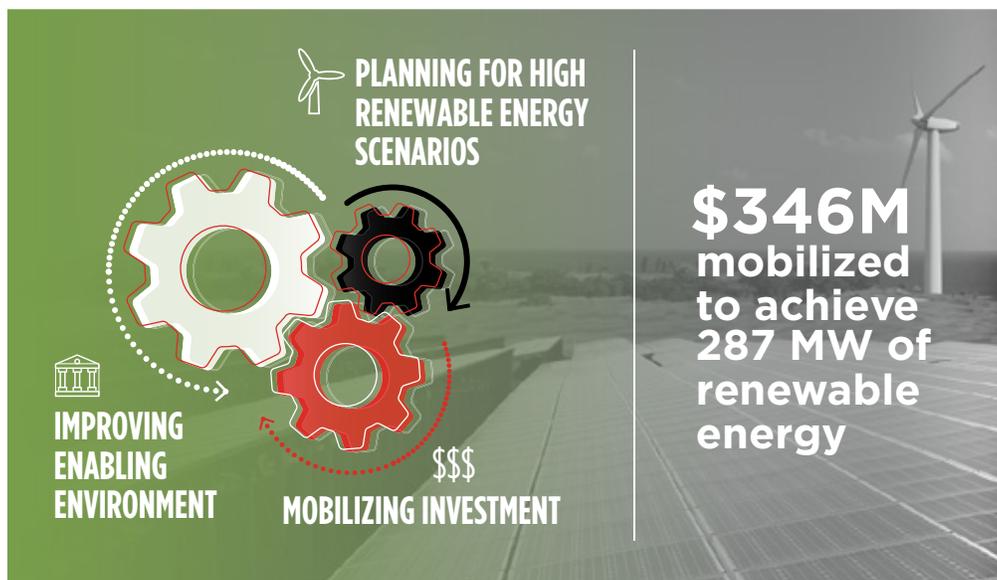


Addressing Climate Change Across Sectors

Greenhouse gases (GHG) emitted from sources as diverse as huge power plants, agriculture, and household cooking are among the primary contributors to climate change. Abt is working to scale up long-term alternatives on many levels.

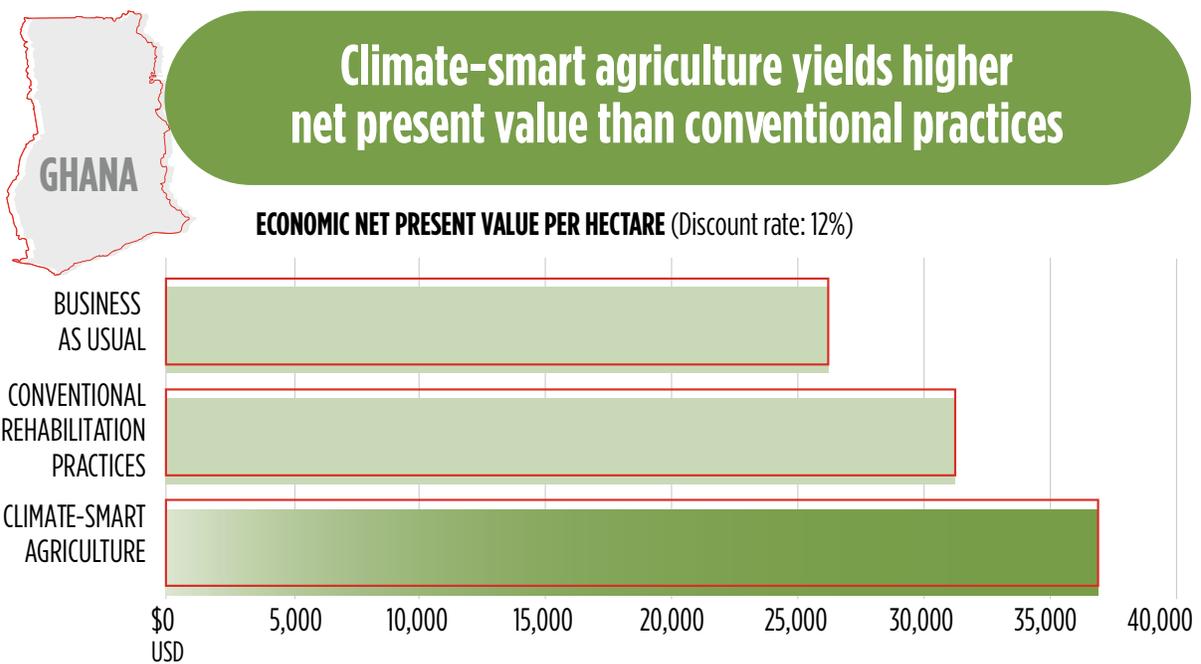
Under the Abt-led Clean Power Asia project, the **Lower Mekong Delta** is deploying renewable energy through the region's power grids.

We have improved planning tools, fostered supportive policies, and mobilized financing from the private sector. More than 400 developers, bankers, and investors have been trained in renewable energy project finance and modeling to scale-up investments in solar and wind technologies. To date, Abt's assistance has facilitated \$346 million in investment to achieve 287 megawatts in renewable energy.



Farmers around the world are confronting a changing climate. The prospects of less rain or warmer days are especially daunting for low-income farmers, such as cacao producers in **Ghana**. A coalition of researchers, practitioners, and development organizations is advancing new agricultural practices to help them.

Abt is analyzing the benefits and costs of climate-smart options compared with conventional agricultural practices. The analysis considers farmers' perspectives and the global benefits of improved practices, such as a reduction in GHG emissions.



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

PROJECT: Clean Power Asia, Climate Economic Analysis for Development, Investment and Resilience (CEADIR)

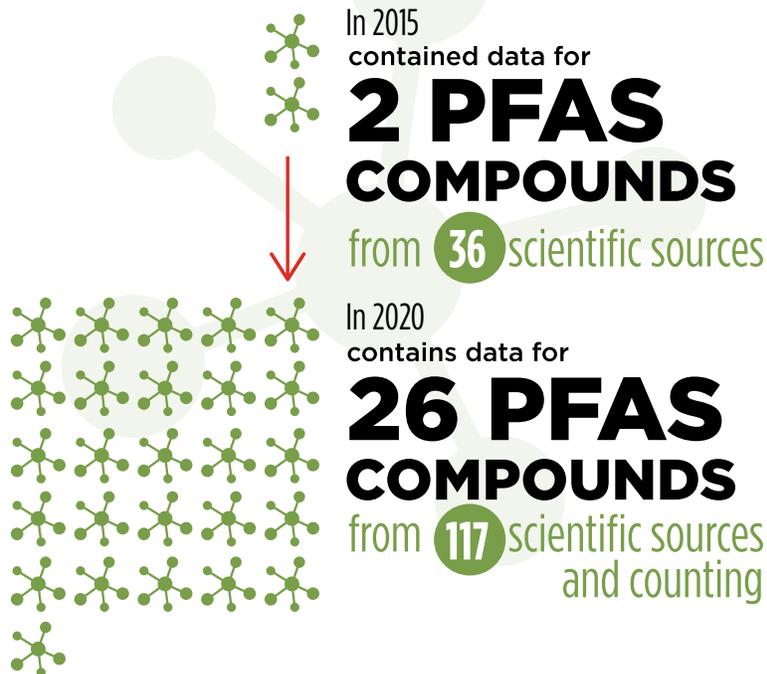
Safeguarding the Nation's Drinking Water

Thousands of products contain per- and polyfluoroalkyl substances (PFAS), which enter the drinking supply and are linked to serious health problems. PFAS can contaminate soil and water for decades. Environmental health challenges as complex as PFAS require multidisciplinary solutions. Abt brings together health, data science, regulatory, and technical expertise to make drinking water safer and healthier.

Abt is characterizing the complex effects of PFAS for state and federal agencies, indigenous groups in the **United States** and **Canada**, and private firms. Our work ranges from identifying the effects of PFAS in communities to analyzing remediation options.

In order to predict an individual's blood level of PFAS from contaminated drinking water, Abt developed and validated a robust series of biologically based models. Additionally, Abt's scientific reviews and cost-modeling provide essential information to drive evidence-based decision making by water agencies, regulators, and others. We've used the data from this extensive effort to update U.S. EPA's treatment cost models and treatability database. The EPA Administrator singled out the database and cost models as priorities in the agency's 2019 PFAS Action Plan.

Drinking Water Treatability Database



CLIENT: U.S. Environmental Protection Agency (EPA)
PROJECT: Per- and Polyfluoroalkyl Substances (PFAS) Research, Monitoring, & Evaluation



 **OUR PEOPLE
& OPERATIONS**

We believe that how we operate Abt Associates must be as mission driven as our work. Through employee wellness programs, ongoing efforts to decarbonize and reduce solid waste, actions to increase diversity and foster inclusion, and an ironclad commitment to ethical practices, we are living our mission.



OUR ETHICS & GOVERNANCE



Our Core Values

This past year, through an exciting and candid global conversation, we refreshed our corporate values, a process last done ten years ago. Hundreds of staff were engaged—a critical step in fostering ownership of the culture we all want for Abt Associates, and for driving meaningful change across the company. In meetings, focus groups, and a global survey, a clear message emerged: *our values only matter if we live them.*

Abt’s mission—to *improve the quality of life and economic well-being of people worldwide*—extends to the work we do, the way we conduct ourselves performing that work, and our relationships with each other. We commit to living our six core values—Mission, Excellence, Diversity, Respect, Integrity, and Balance.



MISSION



EXCELLENCE



RESPECT



DIVERSITY



INTEGRITY



BALANCE

Enhanced Training

Human Rights

Every year, U.S. employees and international field staff complete training on human rights, human trafficking, child protection, reporting harassment, investigations, and retaliation. In FY20, we strengthened Abt’s U.S. Freedom from Harassment training to recognize, prevent, and report sexual exploitation and abuse. 100 percent of Abt U.S. employees, domestic and international field staff, completed this updated training.

Abt Australia and Abt Britain conduct formal training on child protection, fraud, and sexual harassment within three months of every employee’s start date and refresher training annually. This past year, these offices also introduced formal training to recognize and combat modern slavery and human trafficking, achieving a training completion rate of 100 percent.



A **strict non-retaliation policy** protects anyone who raises a concern or participates in an investigation.

Two **anonymous helplines** provide **secure web-based portals** for any employee to **report potential misconduct** to Abt’s management or the Board of Directors.





Training on

-  Child Protection
-  Fraud
-  Sexual Harrassment

completed within first 90 days of hire

Timekeeping and Good Business Practice

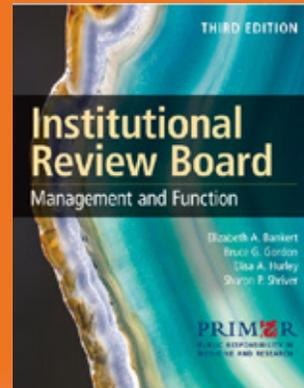
Abt is committed to complying with government time reporting regulations, which promote good business practices and ensure labor costs are captured accurately and completely in a timely manner. To support our staff and assure full compliance, we

strengthened training to reinforce our policies, implemented a new employee time reporting reminder tool, and established progressive disciplinary strategies to encourage positive time reporting behavior.

Leading on Research Ethics, Data Security, Scientific Integrity, and Quality

The role of Abt's internal Institutional Review Board (IRB) is to protect the rights, safety, and data of people participating in research or evaluations conducted by Abt and our subcontractors. Abt staff and subcontractors must comply with all relevant U.S. and local laws on human subjects' protections. The IRB prospectively reviews study protocols, informed consent documents, and procedures to protect study participants and the confidentiality of their data. The IRB also helps reinforce Abt's highest standards for quality and scientific integrity.

As part of our commitment to protecting personal information, Abt's Chief Information Security Officer is a voting member of the IRB and oversees company-wide Information Risk Management efforts. The Abt IRB has been a leader in training other IRBs on the protection of personal information and on compliance with evolving human subjects and privacy regulations. This past year Abt IRB members presented at leading national conferences, including Public Responsibility in Medicine and Research and the American Association for Public Opinion Research. We also co-wrote a chapter for the standard text used by IRBs, *Institutional Review Board: Management and Function*.



100% of staff working on human subjects research studies are up to date on

142

Staff who completed ethics training (new staff & retrained)

75

New research studies reviewed

78

Ongoing studies monitored

Our Focus on Social and Environmental Safeguards

A recent audit focused on Abt Australia's programs and our downstream partners evaluated safeguards in the areas of governance, environmental, and social protection. Findings concluded that Abt maintains strong safeguards with respect to child protection, and our operations enable anonymous incident reporting to enhanced transparency while ensuring protection.

Findings also highlighted additional opportunities for Abt Australia to strengthen its commitment to managing environmental risk as part of its corporate and project activities.

In response, we updated our environmental policy and created safeguards to ensure environmental priorities are met. This includes implementing an enhanced process for determining the need for an Environmental Impact Assessment and associated mitigation strategies for identified risks.





OUR EMPLOYEE WELLNESS

Promoting Employee Health and Work-Life Balance

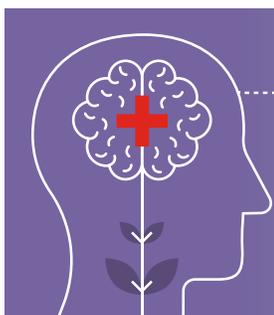
Balance is one of Abt's core values—I can flex when I work, where I work, or how I work to meet both personal and professional commitments—and our policies and benefits are designed to support and reinforce this. We offer a robust set of benefits, including comprehensive health insurance, retirement plans, work-life balance programs, and career development, as well as wellness perks like in-office yoga, massages, ergonomic assessments, and gym amenities in our largest U.S. offices.

OUR CORE VALUES



BALANCE

Recognizing Mental Health as a Priority



Increased in-network mental health providers by **18 percentage points**, to cover **96.9% of employees**

Abt is committed to employees' health and wellness in all dimensions—physical, mental, and emotional. In addition to providing subsidized office perks in our largest U.S. offices, we ensure that health insurance benefits offered to our staff are responsive to their needs.

Before changing our healthcare network in 2020, we sought employee input and learned that support for mental health was a top priority. Based on that feedback, we chose a new network that offers plans with greater in-network mental and emotional health benefits, increasing the number of in-network mental health providers to cover 96.9 percent of employees, up from 79 percent under the previous plan.

Readily available resources to build resilience contribute to wellness. Our Work/Life Assistance Plan conducts regular live and recorded seminars on concerns such as depression, relationships, self-care, and balancing family needs with work. Recognizing the potential for anxiety and stress around personal finances, we also provide on-site sessions and webinars on financial wellness.



Mindful Mondays
Health Education Webinar Series

Ensuring Employee Wellness During COVID-19

The health, safety, and well-being of our staff is our highest priority. This is our guiding principle as we continually navigate the sudden and long-term issues raised by COVID-19. As we publish this report, COVID-19 largely defines both our daily operations and our work around the world.

Abt's Preparedness Team has sought to quickly respond to staff needs and questions, from the immediate need to ensure that employees could successfully telework once offices were closed to providing ongoing support. The support includes flexible leave without pay, an employee leave donation bank, regular webinars on coping with emotional and financial stress, and biweekly CEO updates. We continue to monitor the situation daily, carry out our work, and look forward to safely reopening our offices under guidelines developed by the team.

Supporting Nursing Mothers in the Field

The Abt-led PMI VectorLink project has been in the forefront of championing gender equality and female empowerment through its malaria control operations. As we set out to improve women’s participation in various roles through our hiring process, we also changed the way we support our colleague Local Country Nationals (LCNs) who are new mothers returning to work.

From July 2018 to March 2019, Abt led a pilot enabling LCN nursing mothers to bring their infants and nannies along for work trips that required an overnight stay. Previously, due to financial constraints and overnight feedings, most nursing mothers would have to leave their children at home and wean early, before the recommended six months.




“
I was able to concentrate more at work and even work beyond working hours since I could easily pop in the room to check on the baby. I am grateful for the opportunity and commend the organization for taking into consideration the welfare of the new mothers, babies, and nannies.”

LESLIE OLWENDA
Office Manager, new mom, International Development Division

By removing both the burden of early weaning and the separation of mother and child during this crucial bonding period, the pilot allowed new mothers to participate fully in their day-to-day project activities and achieve all their project goals while increasing retention and job satisfaction. In June 2019, Abt turned this pilot program into policy, enabling all LCN nursing mothers to take advantage of this support.



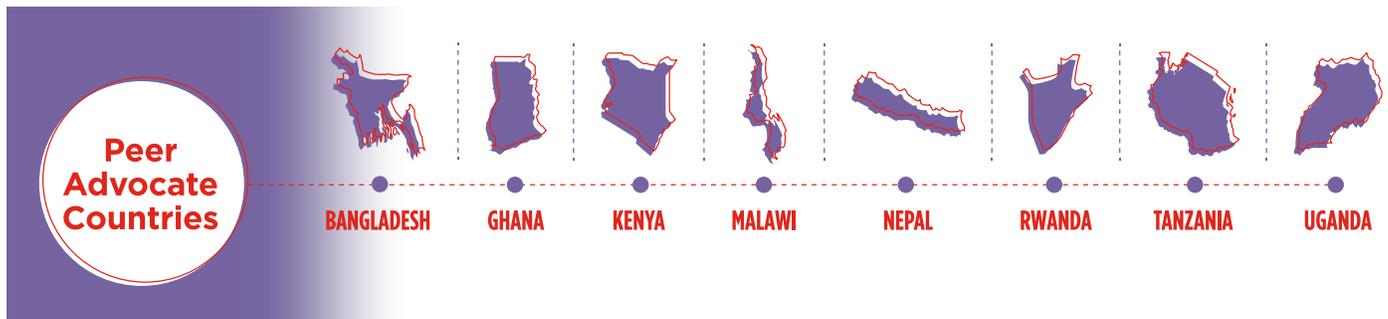
“
I had the chance to observe the immediate impact of this "pilot" on the moms involved during trainings. They were effective, flexible, and gave 100% of their energy to the project activities. They couldn't worry much about the state of their babies because they were just around with the nanny. For me, it's the best gender initiative I've ever seen. I'm glad that Abt has made a policy to ensure many other moms benefit from it.”

DR. ELIE BANKINEZA
Kenya Chief of Party

A New Peer Advocates Initiative

In January 2020, Abt launched a new initiative—the Peer Advocate Network. These field-based employees share an active commitment to preserving an inclusive environment free from harassment, exploitation, and abuse. Acting in a regional capacity, they offer guidance, remediation, and support to their colleagues,

such as advising on how to report incidents, modelling workplace behaviors, and addressing mediation. We are currently piloting the Peer Advocate Network across eight countries—**Bangladesh, Ghana, Kenya, Malawi, Nepal, Rwanda, Tanzania, and Uganda**—and plan to expand the program.





OUR LEADERS AT ALL LEVELS

I will celebrate
women's
achievements
#EachforEqual

I will champion
a gender equal
mindset
#EachforEqual

I will call out
gendered actions
or assumptions
#EachforEqual

I will challenge
gender stereotypes
and bias
#EachforEqual

Diversity & Inclusion

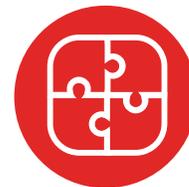
As a global community, Abt celebrates and thrives on different perspectives, cultures, expertise, and points of view. We go beyond making a positive impact through our work; we seek to make a positive impact *at work*, where staff are encouraged to contribute and grow personally as well as professionally.

Diversity as a Core Value

A diverse staff enriches Abt's ability to fulfill our mission, and diversity is now explicitly identified as a core company value. We are each responsible for living our Diversity value and are guided by the following statements:

- *I value individuals of all races, ethnicities, religions, genders, sexes, sexual orientations and identities, ages, mental and physical abilities, and nationalities.*
- *I actively build a diverse Abt community that collaborates with and reflects those we serve.*
- *I empower and create opportunity so all voices are heard regardless of background and experiences.*

OUR CORE VALUES



DIVERSITY

Enriching the Employee Experience at Work

In January 2020, Abt announced the launch of Employee Networking Groups (ENGs) to support and strengthen our diversity and inclusion efforts. ENGs are voluntary, employee-led groups that focus on shared identities and life experiences. ENGs provide personal and professional development through knowledge-sharing, mentoring, networking, leadership

development, and community involvement. They foster an environment of belonging and generate ideas to improve the employee experience for everyone. Abt's established ENGs include Black@Abt, PRISM for LGBTQIA+, Wellbeing@Abt, and Emerging Leaders for Young Professionals.



Achieving Gender Equality

We are committed to realizing a world of gender equality through our projects around the world and through the way we operate our own company.

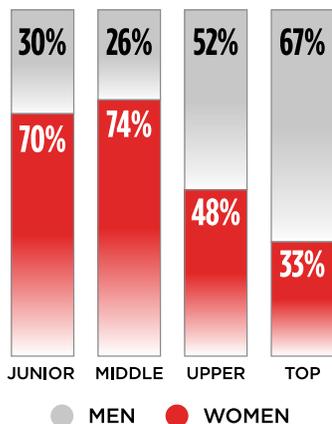
In June 2019, Abt became the first U.S. government implementing partner to achieve Economic Dividends for Gender Equality (EDGE) certification, one of just 20 EDGE-certified organization in the country. Abt

achieved global EDGE certification in the fall of 2019, following the certification of Abt Australia. This certification includes both Abt's Australia and Britain entities, and made Abt the first Australian government implementing partner to achieve EDGE certification.

All of Abt's entities, One Global Abt, are certified at the Assess level.



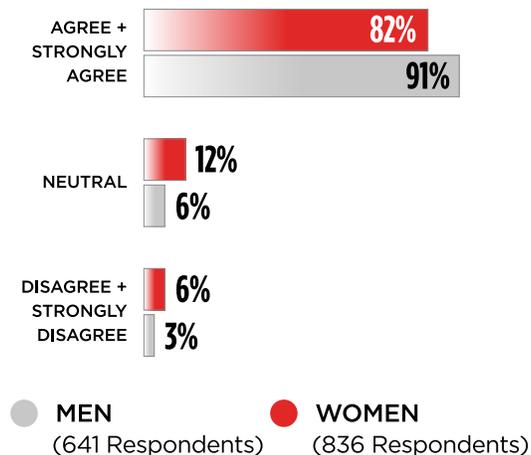
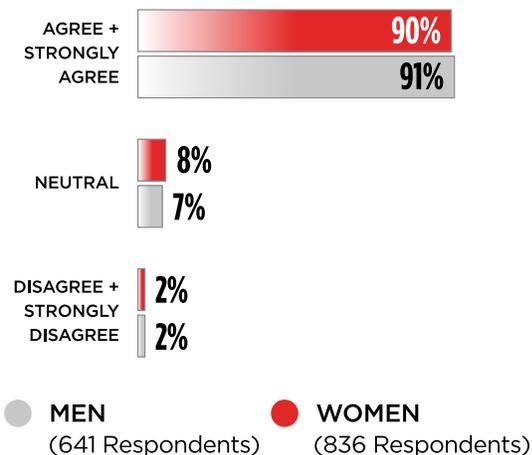
MANAGERS WITH PROFIT AND LOSS RESPONSIBILITIES



Although in Abt’s junior and middle management levels, the majority of managers with profit and loss (P&L) responsibilities are women, in Abt’s top management levels, women account for only 33% of those with P&L responsibilities.

I BELIEVE THAT GENDER EQUALITY IS IMPORTANT FOR THE COMPANY TO REMAIN COMPETITIVE IN THE MARKET

I BELIEVE THAT WOMEN AND MEN ARE GIVEN THE SAME OPPORTUNITIES TO BE HIRED BY THIS COMPANY



Women and men at Abt strongly believe that gender equality is important. A gender divide does appear in the belief that men and women are given the same opportunities to be hired at Abt.

EDGE is the leading global assessment and business certification for gender equality in the workplace.

The EDGE process included an intensive audit—validated by a third party—of our gender equity practices, policies, and employee perceptions. 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.

We aim to reach a higher level of EDGE certification in 2021 and beyond and have a targeted action plan based on the results of our assessment.



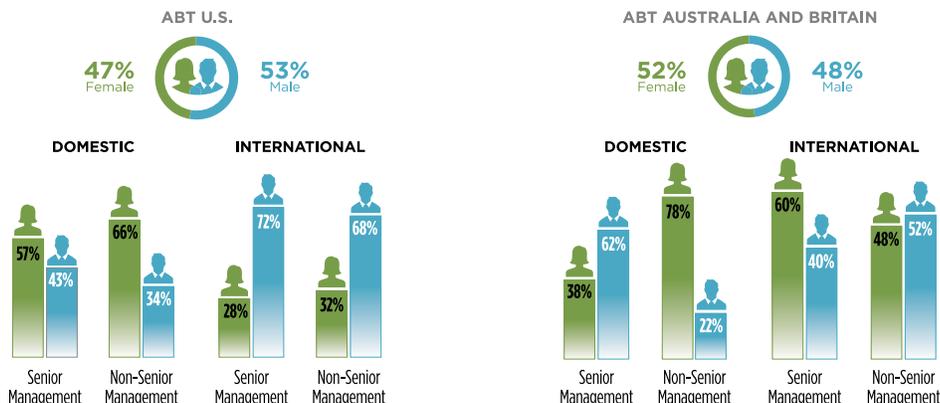
The Global Health 50/50 Report



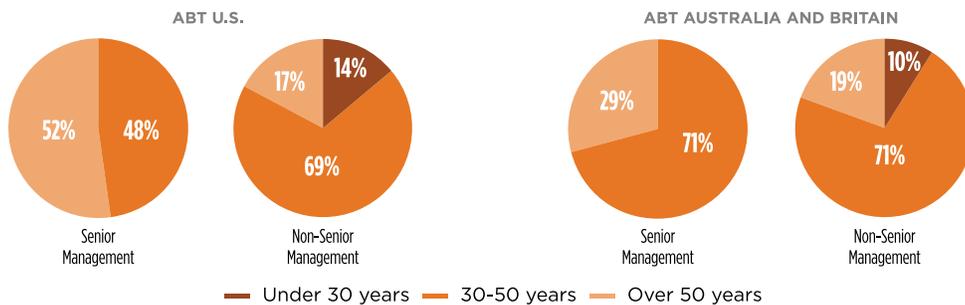
Abt achieves a high score in commitment to gender equality again in 2020

The annual Global Health 50/50 Report rated Abt one of the world's leading health organizations in its commitment to gender equality again in 2020. The ranking of 200 organizations with 4.5 million employees takes into consideration organizational commitments, policies, workplace gender parity, and gender-responsiveness of health policies and programs. Abt was named as one of the 27 high scorers and recognized as one of two highest scorers in the private sector based on performance.

STAFF BY SEX - FY20

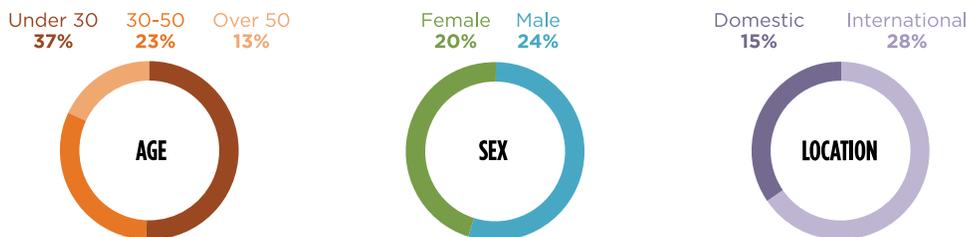


STAFF BY AGE - FY20



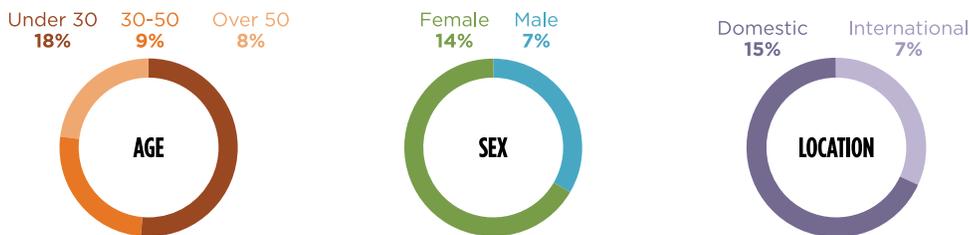
ABT U.S. - FY20

NEW HIRE RATES



ABT U.S. - FY20

TURNOVER RATES



New hire and turnover rates are calculated using averages and therefore do not add up to 100. For more information on the method of calculation, please refer to Abt's GRI Index.

Learning & Development

Growth from within is an important principle at Abt, and we are dedicated to the development and success of our staff. From continuous performance feedback to guided career paths, learning opportunities, and mentoring, we continue to take a comprehensive approach to nurturing our talent.



7,290
learning hours
recorded in FY20

Owning Leadership Development and Feedback

In October 2019, we updated our feedback and performance improvement process by launching a new Continuous Performance Management tool, which establishes regular check-ins and feedback and tracks employee goals and activities over the course of the year. The process allows staff to document achievements as they occur, request or give timely feedback, and take ownership of their development paths at Abt.



Learning Accounts

The opportunity to learn ignites curiosity and sparks innovation. At Abt, our colleagues around the world balance work and their pursuit of learning and professional development. Through Learning Accounts, Abt employees may receive up to 40 hours a year to use toward development opportunities, such as attendance at optional in-house trainings, seminars, and conferences, and taking courses on LinkedIn Learning. In the second year of this program, employees expanded use of their accounts to participate in project management and ArcGIS training, language classes, and Abt’s fellowship programs.



LinkedIn Learning has a lot to offer. It is first of all very easy to use, and I can easily find vast learning materials that assist me at work. The best thing I like about LinkedIn Learning is the fact that I can use it on my mobile; this allows me to access learning materials whenever and wherever I need.

NABILA HEMED

Technical Specialist, International Development Division

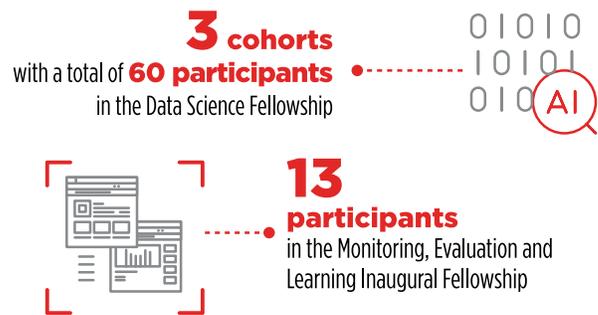
Global Market & Capability Centers

Crossing disciplines, methodologies, and geographies, Abt's Market and Capability Centers were established to be catalysts of innovation and collaboration, drivers of growth, and stewards of Abt's institutional knowledge. The Centers enable us to bring the breadth of our capabilities to all clients in all markets we serve. In addition to working closely with divisions to attract new and exciting work, Abt Centers organize forums for staff to engage with one another, share knowledge, and develop professionally across projects and geographies. This year, Abt's Centers held 62 technical training and learning events covering topics ranging from digital solutions to service delivery challenges to perspectives on race and evaluation.



In-House Fellowship Programs

We actively invest in honing the skills of our employees in high-demand fields, allowing us to offer new capabilities to our clients while creating opportunities for internal career mobility.



Data Science Fellowship



“ I foresee these Fellows changing the culture around AI at Abt. Soon we'll see how AI can be used as a tool for good and a tool that anyone can learn and apply to a problem. Our research consulting industry has a wealth of use cases for AI, and I would like to make AI a natural tool to solve problems with. ”

SUNG-WOO CHO
Sr. Associate/Scientist, Creator of the Data Science Fellowship

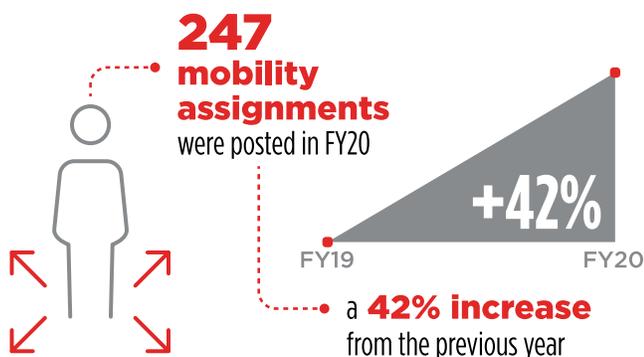
In 2019, Abt launched our Data Science Fellowship program with an inaugural cohort of 14 fellows. The Data Science Fellowship has served as an opportunity for many people at Abt to learn about and code in artificial intelligence (AI) applications. The program saw significant growth in FY20, with three cohorts and 60 new fellows.

Monitoring, Evaluation and Learning Fellowship

This year, Abt launched the Monitoring, Evaluation and Learning (MEL) Fellowship. A cohort of 13 was invited to grow their skills in systematically measuring program performance and results. Abt has substantial MEL expertise and an impressive portfolio of MEL-related projects. We foresee future growth opportunities for this work and are expanding staff MEL capabilities to contribute to current and future project demands.



Mobility Marketplace



Abt launched our Mobility Marketplace in 2018 to connect staff to new professional opportunities across the organization through short-term assignments. This program continues to flourish and has become ingrained in the culture of Abt. A total of 247 mobility assignments were posted in FY20, representing a 42 percent increase from the previous year. This exchange of talent and ideas across the organization boosts staff engagement and learning, and enhances our efficiency.



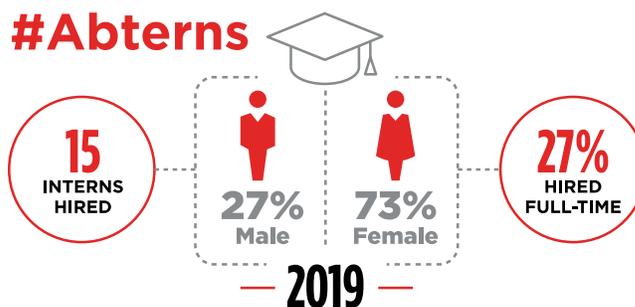
Recognition as “A Best Employer”

In June 2019, the Abt Fort Myers call center was recognized by Forbes as a Best-in-State Employer in Florida. Forbes partnered with market research company Statista to identify organizations liked best by their employees in this first-ever ranking. We’re especially proud that our staff ranked us as one of Florida’s best employers.



Five Years of Abterns

Each summer we welcome interns, or “Abterns,” from schools all across the United States. In 2019 we celebrated the fifth year of the formal Abternship program with 15 impressive individuals selected from more than 3,000 applicants. The Abternship is a great opportunity for interns to apply their skills to both client-facing projects and internal operations. 27 percent of our 2019 Abterns joined Abt following their graduation.





OUR ENVIRONMENTAL RESPONSIBILITY

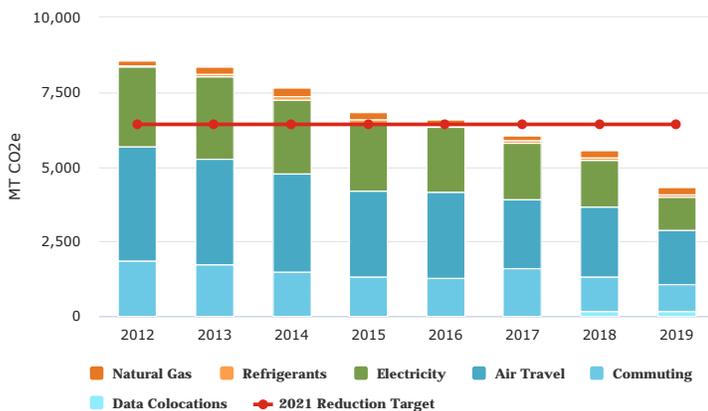


Decarbonizing to Meet Today's Challenge

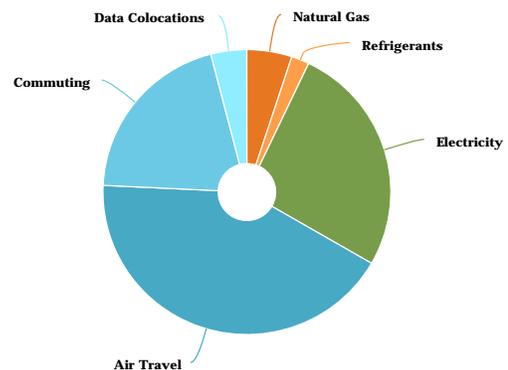
Abt has a strong portfolio of projects that address climate change all over the world. We assess and spotlight climate risks, facilitate financing for clean energy, and uncover cost-effective, life-saving adaptation strategies. And we address climate change every day through our own operations.

In 2015, we committed to decarbonize by the year 2050. We set our first emissions reduction target at a 25 percent reduction from the base year 2012 by 2021, focusing on our U.S.-based operations. By implementing key efficiency strategies in global transportation and energy use, we met that target early. To date, Abt has reduced emissions by 49.7 percent.

GHG Emissions - U.S. Operations



2019 GHG Emissions by Source



We account for our own internal emissions with the same rigor that we apply to project work around the world. Abt’s greenhouse gas inventory is regularly externally verified; the 2018 verification for the first time captured Abt’s global emissions from our Australia- and Britain-based operations, and indirect emissions related to air travel, employee commuting,

and data colocations. This steady progress toward decarbonization is a point of pride, as aggressive curbing of emissions is critical for the well-being of people worldwide. We have begun developing Abt’s next interim target for 2026, which will feature a global scope and science-based methodology limiting warming to 1.5°C.

Responsible Operations: Changing Practices, Changing Behaviors

Responsible Operations in Our Corporate Offices

Ground pollution. Toxins seeping into the water supply. Public health concerns. These are just some of the problems caused by landfills that encouraged Abt to make a commitment in 2015 to significantly minimize waste in our offices. We set a 2020 goal to divert 80 percent of the waste generated in our two largest U.S. offices from going to landfills. Our **Massachusetts** office has exceeded that goal, achieving an 83 percent diversion rate—sending 32 percent less waste to landfill than in 2016. This was accomplished by revamping processes and engaging our staff in new behaviors.



*Statistic relates to Abt’s Cambridge, MA office only

New Corporate Guidelines
for Office Supplies Procurement

- Consolidated orders and deliveries by **narrowing authorized purchasers by 70%**
- Transitioned two largest U.S. offices to **purchase paper by pallet**
- Consolidated orders into single shipments
- Eliminated open catalog access to limit purchases to designated list of supplies meeting Abt’s sustainability criteria

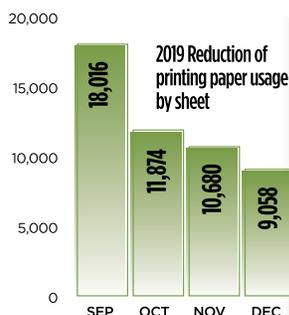
Abt is also changing how we buy office supplies—the everyday paper, toner, and other supplies that cumulatively can have a large impact on our waste and carbon footprint. In 2019, we enhanced the sustainability requirements within our vendor contracts, updated the list of preferred environmentally friendly supplies to limit purchase options, and optimized shipping and delivery processes to reduce transportation emissions and packaging waste.

Responsible Operations in Our Project Offices

Abt project offices around the world are also adopting sustainable operating practices. KOMPAK, the Abt-led partnership between the Australian and Indonesian governments, works to reduce poverty in **Indonesia** by addressing constraints related to service delivery and employment opportunities. Though KOMPAK's mandate does not include activities directly linked to safeguarding the environment, as one of the largest international development projects funded by Australia, the KOMPAK team mobilized to integrate sustainable operations into project implementation.

In August 2019, the KOMPAK team launched an internal "GO-GREEN" campaign, rethinking operations across the office, from double-sided printing to paperless meetings. They are already realizing significant reductions in the use of disposable plastic, packaging, and paper use, and an increase in food composting. Starting in the Jakarta office, this campaign has now scaled to all six provincial offices and their 200 staff members.

KOMPAK's Go-Green Results



6,795 Plastic bottles avoided by providing water in dispensers at 68% of events (Aug-Dec 2019)



9,444 Pieces of plastic/foam boxes (est) were avoided by banning plastic packaging for meals at 95% of events (Aug-Dec 2019)



50% Reduction in tissue towel procurement (Aug-Dec 2019), compared to first 6 months of the year



50% Reduction in printing paper usage (Jakarta office) (Oct - Dec 2019)



OUR FINANCIAL HEALTH

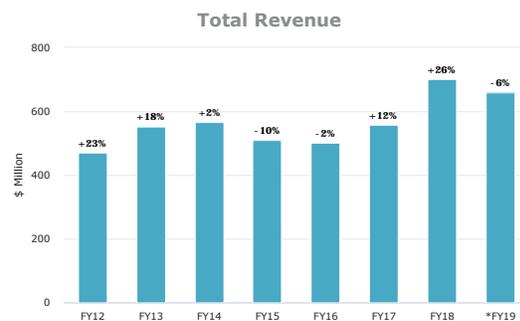
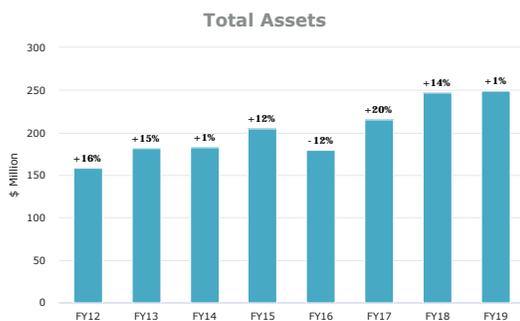


6130
EXECUTIVE BLVD

A strong financial foundation is crucial to support and advance our mission impact around the world. As a privately held company, Abt carefully manages its risk and finances to maintain a healthy balance sheet. While we experienced steady growth in FY17 and FY18, last year's market volatility, including the 35-day U.S. government shutdown, Brexit uncertainties in the U.K., and the subsequent delays in bid opportunities and awards had a negative impact on our top and bottom line.

We used our Mobility Marketplace to ensure adequate staffing on projects. Strong banking relationships enabled us to maintain our competitive stance and retain capabilities that resonate with clients. Other enhancements to our operating model during the downturn allowed us to chart a course toward positive results.

COVID-19 created an unprecedented change in how we operate, but, with a comprehensive business continuity plan in place, our staff have been teleworking since March 2020 with no disruption to client service. We accomplished this near-seamless transition due to last year's Workplace of the Future project, which provided us with state-of-the-art work environments and significantly expanded our ability to collaborate remotely through technology solutions. In the midst of this pandemic, the health and safety of our staff, including their financial health, is top of mind. In addition to teleworking, staff have access to supportive programming on issues ranging from stress management to financial planning during COVID-19.



*FY19 actuals are represented as a Proforma - Prior to new Revenue Recognition rules



 **OUR
COMMUNITIES**

Abt employees live our mission, both in and out of the office. From restoring the environment to racing for a cause, from fundraising for disaster relief to tutoring a child—our employees advance our mission impact around the world.

In FY20, employees donated over 2,000 hours of their personal time to support the communities where we live and operate. Over the past decade, Abt has contributed more than \$1 million to employee-led volunteer initiatives and direct charitable contributions that advance our mission impact goals.



VOLUNTEERING



Supporting Mission-Aligned Causes

Locally and globally, Abt employees join in to raise awareness for the issues they care about. This past year, we participated in International Day of the World's Indigenous People, Black History Month, and Earth Day, to name a few.

We connect to causes that span boundaries. During Pride month (June), staff in our **Boulder, Cambridge, Chicago, and Rockville** offices in the U.S. volunteered for organizations serving LGBTQIA+ individuals and assembled over 2,500 safer-sex kits. In **Timor-Leste**, Abt's Partnership for Human Development staff joined their local Pride Parade in support of diversity and inclusion.



Across many Abt locations, support for World Malaria Day (April 25) stems from our employees' deeply felt commitment to prevent and treat this disease. Our colleague Abdoulaye Bangoura is a part of the fight against malaria because "the disease has taken [him] away from loved ones, and [he] wants to be part of the solution that makes malaria a story of the past."

And during Pinktober (October), our colleagues in **Papua New Guinea** found creative ways to promote awareness of women’s cancers, including cervical and breast cancer, which are rapidly increasing in PNG. Initiatives like nail painting were used to raise money to purchase over 1,350 vials of cancer medication for patients in need at a local hospital.



Pro Bono Work



We have continued to scale our Emerging Impact program, which gives staff the opportunity to develop professionally while serving a mission-aligned non-profit. In the program’s second cohort, Abt staff are partnering with Men Stopping Violence (MSV), an **Atlanta**-based social change organization taking action to end violence against women. The Abt team is conducting targeted research to strengthen MSV’s communications capacity in order to increase men’s awareness of the issue of violence against women (VAW) and their role in ending it, and to increase engagement in MSV programs that prepare men to take action to end VAW.

Environmental Partnerships

For Earth Day, which we celebrate throughout the month of April, we “act local.” We joined colleagues, friends, and family in environmental education activities, challenges, and clean-up events. In 2019, four of our U.S. offices coordinated clean-ups in creeks, parks, and other natural areas near our facilities.

In **Papua New Guinea**, Abt staff and families joined the #Trashtag Challenge to clean up beaches as part of the global movement to rid the world of waste during Earth Month and again to mark World Clean Up Day.



Met the **#Trashtag Challenge** to collect trash along Port Moresby beaches

In **Ethiopia**, where Abt has worked for decades to strengthen the country’s health system, our Addis Ababa office took action when Prime Minister Abiy Ahmed launched the national Green Legacy Initiative. Using seedlings purchased with staff-collected funds, our employees planted more than 200 trees in July 2019, working with partners in the community and local government. Employees contributed additional funds to fence in and care for the seedlings to guarantee they will thrive.



Planted **more than 200 trees** as part of Ethiopia’s Green Legacy Initiative

A focus on our communities’ waterways is another way we put into practice our goal of a thriving natural environment. In 2019, Abt’s Rockville office “adopted” a stream in **Montgomery County, Maryland**, which we are responsible for cleaning twice a year. In **Cambridge, Massachusetts**, Abt staff, in partnership with the local watershed association, go out in canoes to remove invasive water chestnuts from the Mystic River so that native aquatic life and river sports may thrive.

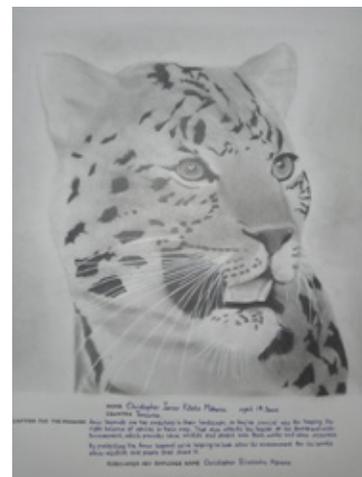
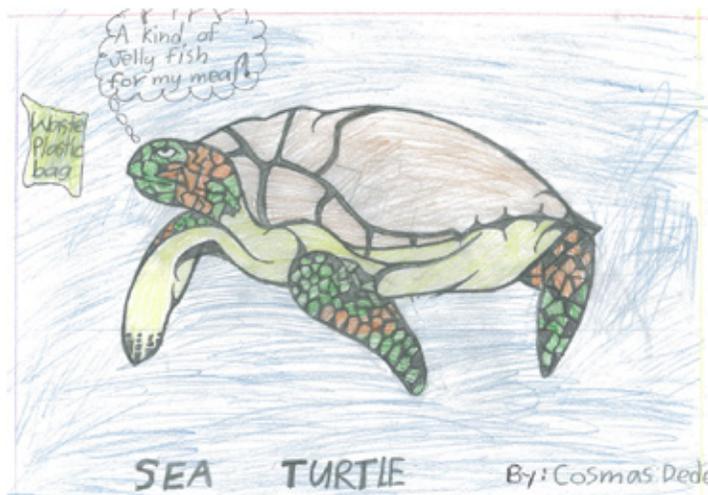


Removed **120 baskets** of invasive water chestnuts from the Mystic River

Abt's EcoKids Drawing Challenge

Every year as part of our Earth Month celebration, we invite Abt staff from around the world to submit a drawing on behalf of a child answering a prompt about our planet. All EcoKids are recognized for their work through Abt's intranet and get to vote on which animal Abt should "adopt" in partnership with the World Wildlife Fund (WWF).

In 2019, 34 kids and youth ages 4-18 from 14 countries around the world submitted their art answering the prompt, "What does protecting our threatened and endangered species look like to you?" Their inspiring expressions provide insight into the caring and curious minds of our future leaders.



Take Your Kids to Work Day

On April 25, 2019, Abt's **Maryland** office hosted more than 70 of its youngest Bold Thinkers for Take Your Kids to Work Day. Throughout the day, the kids participated in a wide array of events and workshops highlighting Abt's global impact and workplace culture.



DISASTER RELIEF & DONATIONS



Disaster Relief

Abt employees know—often up close—the impact of natural disasters in the places we serve. To respond to calls for disaster assistance, Abt makes an initial donation of seed funds, then matches employee donations.

Through our employees' response to disasters like Cyclone Idai in **Mozambique**, hurricanes in the **United States**, and the bushfires in **Australia**, we were able to contribute nearly \$55,000 to relief efforts in FY20.



Our Response to Australia's Bushfires

In late 2019 and early 2020, bushfires in Australia caused far-reaching damage, claiming lives, homes, and wildlife. The company donated \$5,000 to the Australian Red Cross to assist with response activities. Our Global Abt employees donated an additional \$10,000 to relief groups fighting the fires and dealing with the effects on people and wildlife. Colleagues around the world also arranged morning teas, bake sales, and donations of food and other goods, where appropriate.

In our Brisbane office, Monitoring and Evaluation Specialist Michelle Allen even created a Go Fund Me page and shaved her head as part of her fundraising initiative, raising over \$1,500 for the wildlife rescue organization WIRES (New South Wales Wildlife Information Rescue and Education Service). Together, Abt employees worldwide donated \$25,000 to these essential relief efforts.

ON BEHALF OF ABT ASSOCIATES YOU ARE INVITED TO OUR

BUSHFIRE RELIEF MORNING TEA

WHEN: 10am - Tuesday, 21 January 2020

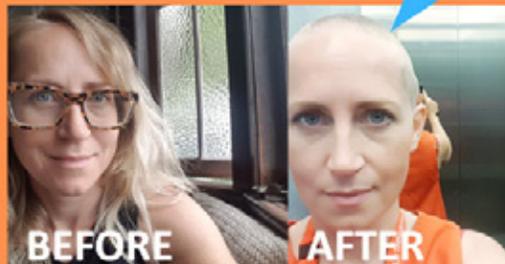
WHERE: Abt Associates, Level 2



FUR OFF
to save the animals!

TO ALL THOSE WHO DONATED.

THANK YOU!



Supplies That Make a Difference

From socks to backpacks, gift cards to clothes, Abt staff assemble a range of supplies for the most vulnerable in our communities. Donation drives in our U.S. offices in **Maryland** and **Massachusetts** have collected clothing to help applicants experiencing homelessness to dress for job interviews; backpacks full of clothing and hygiene items for children in the foster care system; and holiday gifts for children living in poverty. Overall, thousands of dollars and hundreds of individual items were contributed across these donation drives this past year.



Connecting Our Work to Our Communities

Abt is known for our research and technical assistance in the fields of housing affordability and homelessness. Making a difference in the lives of those experiencing homelessness is also reflected in how our staff came together to donate to organizations serving this population across the U.S. this winter.

- Assembled over 60 packs of daily living necessities for Mission **Atlanta**
- Collected more than 600 pairs of socks across our **Massachusetts, West Virginia,** and **Maryland** offices for local homeless shelters and organizations
- Donated 90 gift cards and clothing items to **Chicago's** Night Ministry



Dress for Success Boston
2 hrs

Abt Associates inc. is committed to improving lives and economic well-being —both worldwide and locally. We have been the grateful recipient of their support in a couple of ways. They recently hosted an accessories drive at their Cambridge office and gifted us with some much-needed handbags, shoes and jewelry for our clients. Even more generous is their donation of volunteer time. On a weekly basis, they lend us one of their amazing staff members to dress clients and help them prepare for their interviews. Our heartfelt thanks to Abt Associates and especially to Meryl Finkel for their ongoing support!

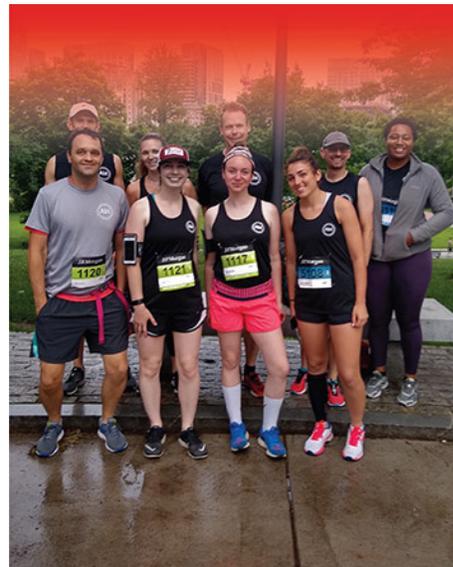
ATHLETES FOR A CAUSE



Moving for Mission

Our tradition of supporting athletes for a cause is a great way for staff to get moving—whether they walk, run, or bike—and to raise money for important, mission-aligned causes.

For more than 20 years, Abt has sponsored walking and running teams to raise money for AIDS Action in **Boston**, which advocates for HIV and AIDS prevention and treatment. We annually take part in the J.P. Morgan Corporate Challenge race, which supports a different mission-driven organization each year. In 2019, they supported the Every Child Fund at Boston Children’s Hospital. We also annually participate in the Race for Every Child.



In FY20...

- 42 athletes
- 80 miles biked
- Almost 100 miles walked or run





**BOLD
THINKERS
DRIVING
REAL-WORLD
IMPACT**

Abt Associates uses data and bold thinking to improve the quality of people's lives worldwide. From increasing crop yields and combatting infectious disease, to ensuring safe drinking water and promoting access to affordable housing—and more—we partner with clients and communities to tackle their most complex challenges. <http://www.abtassociates.com>

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AUG 2020

Send feedback to impact@abtassoc.com