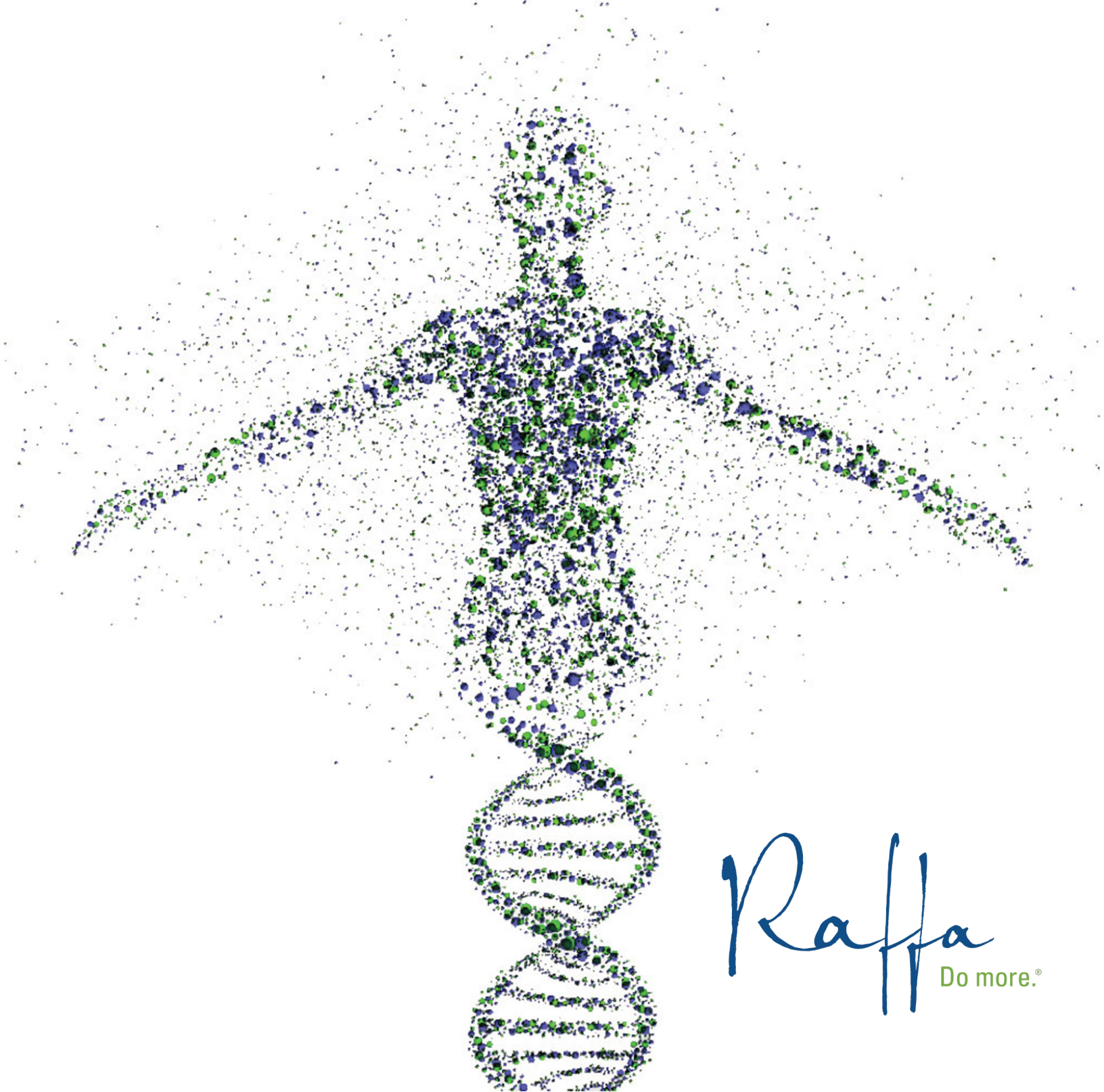


Women-Powered

Mission-Driven

Socially-Responsible



Raffa
Do more.®

IT'S IN OUR DNA

2017 Corporate Social Responsibility Report

TABLE OF CONTENTS

4	A Word from the CEO
5	Mission-Driven
5	CSR Leave
6	Denim Days and Dollars for Doers
6	Denim Days - Hero Dogs
7	Partner Profile
8	Stakeholder Support
9	Investing in Our Employees
10	Women-Powered
11	Mentorship
12	Capital Pride
13	Investing in Our Community
13	Companies for Causes
13	Easternship
13	Catalogue for philanthropy
14	Socially-Responsible
15	Raffa University
16	Making Progress



Team Raffa supports a co-worker whose grandson was diagnosed with renal failure and a blood disorder when he was 7 months old at the Children's National Health System's 5th Annual Race for Every Child 5k.

ACCOUNTING TO OUR COMMUNITY

Raffa, P.C. aims to help our clients do more by working toward a world that is more just, caring and sustainable through social impact, partnership and diversity. Our client list has always included leading nonprofit organizations and as we've expanded services over the past 34 years, we've also expanded our focus to include entrepreneurs and for profit businesses who share our vision for the world.

With 300 professionals and 19 partners, Raffa is recognized as one of the 100 largest and best-managed accounting firms in the U.S. We are among the first Washington DC area businesses to earn B Corporation Certification and were recognized as a top performer in the B Corp community earning a place on the 2017 Best for the World lists. Raffa, P.C. was also ranked #1 on Top 100 INSIDE Public Accounting 2017 list for firms with the highest percentage of females in the partnerships ranks. More than 72 percent of partners, managers and employees are people of color, LGBT, or non-US born.

We utilize our vast expertise in an array of areas to meet our clients' needs by ensuring capacity, compliance and excellence in operations. By helping them become more effective and efficient, we fuel their ability to fulfill their important missions and improve the world in which we live. Our commitment to our clients' success is the key to our success.

At Raffa, we take our citizenship role very seriously. We also realize that corporate social responsibility (CSR) is a work in progress -- ongoing and never-ending -- which must be nurtured, examined and improved. As we reflect on our past year, we want to share more than numbers. We want to share with you the stories about who we are and the impact we strive to have on our community.

Our
commitment
to our clients'
success is
the key to
our success.

A WORD FROM OUR CEO

Do More... This isn't simply a tag line. It's our philosophy. And, it's a philosophy that has been engrained in our work since our inception in 1984.

Our deep commitment to building and empowering a diverse workforce and being involved in our community through volunteer and philanthropic contributions is what sets us apart.

Our CSR is inspired, first and foremost, by our brand's commitment to support our own stakeholders: our employees and our clients, in *their effort* to make a difference. It is also fueled by our strong desire to catalyze and inspire others to build a better tomorrow for future generations. The bulk of our philanthropy is driven by Raffa employees. We encourage our professionals to serve on boards and to utilize their skills to support organizations that align with their own sense of purpose. We support these efforts through HR policies that encourage flexibility and reward service as well as through matching contributions. Raffa giving is also channeled through Companies for Causes (CforC), a collective impact model Raffa conceived to drive more effective corporate philanthropy in our region.

Raffa is uniquely diverse in the professional services industry. Having a workforce that resembles our community and those we serve is important to us and we believe this helps us better understand the issues and challenges that our clients face each day. A strong set of policies and guidelines outline the firm's commitment to providing a progressive work environment and

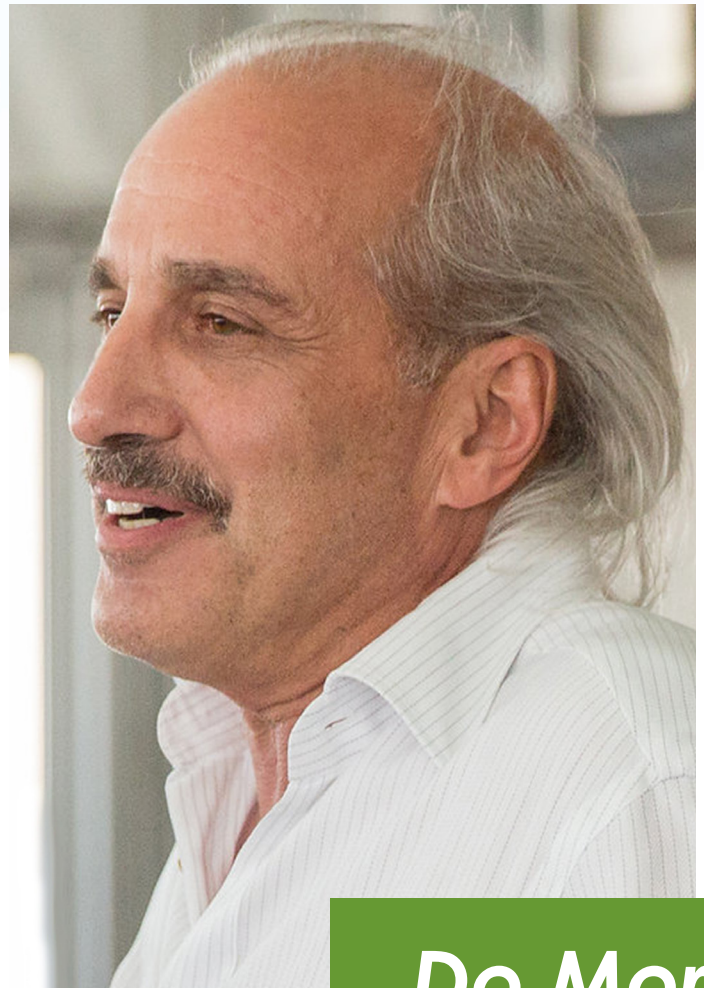
enable every Raffa employee to be able to serve our community and also meet their work, home and family/personal obligations.

We hope you enjoy reading about our services in 2017. We're proud of our progress and look forward to Doing even *More* in the years ahead.

Sincerely,



Thomas J. Raffa



**Raffa is uniquely
diverse in the
professional
services industry.**

**Do More.
line. It's o**

MISSION-DRIVEN

Since day one, Raffa's mission has been to be a catalyst for positive systemic change in the community. Our employees are empowered to define their own purpose. Through generous policies and support, we encourage all members of our firm to identify and get involved with a nonprofit or community service initiative that means something to them. As a firm, we support our staff's efforts to support the community

through a variety of channels including paid CSR leave, our Dollars for Doers program, and Denim Days.

We never lose sight of the impact we can and should have on our community and work hard to meet our Corporate Social Responsibility (CSR) goals, striving to re-invest 10% of our revenue toward sustainability and impact each year.



Raffa staff and interns gather after a Volunteer Day at Ronald McDonald House.



Raffa sandwich making team provided Martha's Table with 167 sandwiches. This was the first of many production lines for Martha's Table.

CSR LEAVE

Raffa strongly encourages employees to volunteer their time and talent in the community by serving nonprofits and causes of their choice. To facilitate their ability to Do More, Raffa offers unlimited paid leave to those who volunteer during their regular work hours. As a result, virtually all of our employees volunteer to support nonprofits in one way or another, whether through specialized pro bono or traditional service hours and many of our partners and employees serve on one or more nonprofit boards.



.. This isn't simply a tag
ur philosophy.

DENIM DAYS & DOLLARS FOR DOERS

Raffa also encourages everyone to make financial contributions to causes in the community. Each month, the firm offers employees an opportunity to dress down and wear jeans in exchange for donating to a nonprofit in the community. The beneficiary organizations are nominated by employees. Tom Raffa matches the total amount raised, doubling the amount we give to each organization.

The Raffa Dollars for Doers program also provides financial contributions to the organizations our employees care most about. Any organization where a Raffa employee volunteers a minimum of 50 hours is eligible to receive a donation for each hour that the employee served.



Gerry de Leon (left), a senior accountant at Raffa and a board member of City Kids, collects donations along with Jonathan List, NP Tax, to support City Kids.

DENIM DAYS – HERO DOGS



The firm supported our own Hero Dog, Bobby, a service dog that Glenn Anstead (Partner, Technology) and his wife, Emily, trained on his mission to serve a disabled veteran.

Hero Dogs improves quality of life for our nation's heroes by raising, training, and placing service dogs and other highly skilled canines with veterans with multiple disabilities. The cost of raising a service dog from start to finish is approximately \$40,000, all of which is provided by donations. When a service dog is matched with a veteran, the veteran receives his/her service dog for free for their lifetime.

HERO ★ DOGS

With Glenn and his family, Bobby attended training every week learning more than 85 commands. During his stay in the Anstead home, Bobby learned many tasks that will help him to assist a wounded veteran including opening and closing cabinets, untying shoelaces, helping to remove jackets, and picking up credit cards, keys, cell phones and other small items and returning them to the owner.

After his time with the Anstead family, Bobby went off to more training where Hero Dogs will help him grow into an adult service dog and hone his skills. In two years, he will graduate and be matched with a veteran and after 6 months of additional training, he'll become a Hero Dog.



JULIE JONES, MANAGED ACCOUNTING SERVICES



The mother of two children who are very active in sports, Julie relishes family time and enjoys supporting their teams. Julie's kids are often found participating in wishes with her – like assisting with painting and putting together an entertainment center for a home theater wish and participating in the Red Shoe Run for the past two years.

With a steadfast commitment to Raffa's mission, Julie Jones serves as a model for others, gracefully weaving professionalism, philanthropy and passion into every aspect of her career. As a partner with the firm, she is a trusted advisor to her clients, a mentor for her colleagues, a member of nonprofit boards and a tireless contributor to the community. Using her professional craft and interpersonal skills to serve, teach, coach and inspire others, Julie is determined to leverage her gifts and talents to the maximum potential possible.

Julie never hesitates to serve. She recently served on the Greater Washington Society of CPAs (GWSCPA) Nonprofit Symposium committee and has served as Audit Committee chair, Finance Committee chair and treasurer, for Make-A-Wish Foundation. She has also acted as a Wish Granter for more than 10 years. In this special role, Julie was able to help a 12 year old boy stay excited about his trip to the Super Bowl, drafting weekly NFL newsletters about the highlight of the weeks' games for the entire season. She's also helped many kids celebrate wish parties prior to their trips to Disney World. It's been discovered that hosting a princess tea party is just one of her many talents! Her sustained support has contributed greatly to the success of Ronald McDonald House Charities (RMHC) where she has chaired both Audit and Finance Committees, served on the Executive Committee, and is currently serving as treasurer and chair of the board. "Her extensive knowledge, experience and attention to detail have been an invaluable asset. Julie epitomizes the best attributes of a leader, mentor and philanthropist," says Karen Torres, Executive Director of RMHC.



Julie Jones and Team Raffa gathers for a photo after completing the Red Shoe 5K that benefits Ronald McDonald House.

STAKEHOLDER SUPPORT

One of our philanthropic goals is to focus and coordinate our efforts to ensure we have the maximum impact. We seek to invest in visionary organizations and aim to confront some of the most challenging issues in our society.

Because the needs across our community are great, our firm's sponsorship activities support our active client base as well as organizations where Raffa employees serve as board members or active volunteers. Our CSR support is rotated as we have many clients and employees who request our support. Below are some of the organizations we supported in 2017.



INVESTING IN OUR EMPLOYEES

Raffa's employees come from across the nation and from around the world. Our progressive work environment affords ample opportunities for employees to thrive in their career, personal and community life. In addition to our CSR programs, the firm has invested in expanding its wellness programs, family leave, and other benefits to better support our workforce.

The cultivation of a diverse set of leaders has always been part of Raffa's DNA, so mentorship opportunities and role models exist throughout the firm for employees of any background.



Raffa employees participate in the Dash for Dash 5K to support the District Alliance for Safe Housing, Inc. (DASH) and celebrate after running in the Rock n' Roll Marathon, ½ Marathon, and 5K to support St. Jude.



Some of our staff spent a day volunteering at the Baltimore Book Festival.

Do More Award | Winner

Matt Roberts | Raffa Financial Services, Inc.

Matt is a true ambassador for the firm. He has developed relationships with many individuals in different departments to pool ideas and leads.



Nominated by Jon Zeisler, RFSI

Matt consistently receives high praise from his clients for going above and beyond to ensure that their needs are met.

Matt is definitely someone who believes in giving back. He participates in firm-sponsored fundraisers and volunteers his time as Vice-Chair for the Board of Directors for WILL (Wilderness Leadership and Learning).

Raffa defines success by our degree of impact - on our clients, on our staff and on our community. In 2017, we renamed our most prestigious award, previously known as the MVP award and refined the criteria to emphasize even more that we, as a firm, value impact.

The Do More Award, as it is now called, is earned by the person who made the most significant impact: on clients, the firm, our staff and our community. Individuals from across the firm nominated 19 of their peers for the award.

WOMEN-POWERED



Kathy Raffa accepting her award at the Jewish Women's International Women to Watch awards ceremony.

In 2017, Raffa, P.C. was named #1 on INSIDE Public Accounting's Top 100 list of firms with the highest percentage of females in the partnerships ranks and Raffa's top female leader won multiple awards for doing more. Kathy Raffa, President and audit partner at Raffa, P.C., was recognized by the Washington Business Journal, Jewish Women International and Greater Washington Society of CPAs (GWSCPA) in partnership with the American Institute of Certified Public Accountants (AICPA) for her leadership and her contributions to the profession and to the community.

"As a women-owned, women-majority firm, we are proud to support multiple clients who are helping women advance industries, improve health and welfare, empower themselves and each other, and better the world." ~ Kathy Raffa



Honoree Kathy Raffa (left), Stefanie Gerard Cohn, Partner, and Laurie Tarpey, COO, celebrating at the WBJ Women Who Mean Business awards ceremony.



Raffa team participating in WBJ's 2017 Bizwomen Mentoring Monday.

At Raffa, women make up more than 71.4 percent of both the workforce and partners. And it's not just women who are leaders at Raffa. More than 72 percent of partners, managers and employees are people of color, LGBT, or non-US born.

While women may be represented in large numbers in the lower and middle ranks in the accounting industry, according to a 2015 CPA Firm Gender Survey - commissioned by the Women's Initiatives Executive Committee (WIEC) - numbers decline at top leadership levels, but not at Raffa. The firm defies these industry trends and has since the beginning.



Nonprofit Tax team celebrating after a successful tax season.

"As for our employees, all of our employees, no matter their gender or background, if something is important to them, and it is their purpose, like being with their children or serving their church, it is important to us as the leaders of this firm that they fulfill that purpose." ~ Kathy Raffa

MENTORSHIP

Mentorship is also an important part of Raffa's culture and leaders across the firm seek to identify and nurture promising employees, offering opportunities for staff to take on new responsibilities and grow in their careers.

In 2017, Raffa expanded this focus outside the firm. With the launch of the Empowering Vital Leaders Initiative, Raffa's global e-mentoring partnership with Vital Voices (VV), Kathy Raffa, and her mentor teams of back office/operations experts aimed to take their impact with this longtime Raffa client to new heights.

Raffa's mentor teams bring together a senior level Raffa executive with one or two associates to work with one Vital Voices mentee. In all, 23 team members from different departments across Raffa, P.C. and Raffa Financial Services, Inc. were matched with a Vital Voices mentee.

The extraordinary women in the Vital Voices network are visionaries, risk-takers and pioneers – they are building businesses, safeguarding human rights and advancing public policy solutions – creating progress in their communities and beyond. By mentoring and lending diversified professional expertise, pro bono for an entire year, to a select cohort of Vital Voices women, Raffa believes it can empower these heroes' capacity to achieve even greater systemic change.



In teams, Raffa staff members worked closely with one Vital Voices mentee over the last year to help empower their mentee's ability to achieve change in their community.

CAPITAL PRIDE

Our client list has long included many leading LGBTQ nonprofits and the firm was recently hired by the Human Rights Campaign due, in part, to the firm's commitment to diversity and inclusion.

In 2013, Raffa Partner Dennis Shine, registered as a rider for a 7-day, 543.1 mile AIDS/LifeCycle Ride to end AIDS. Raffa was honored to support Dennis every pedal stroke of his journey – both in spirit and in his fundraising efforts – tipping his total to over \$25,000 and putting Dennis officially on the Top 20 list of fundraising for all riders as well as on the Top 5 list for fundraisers outside the state of California. These efforts helped two charities provide essential services for prevention and care to thousands of people, namely the LA Gay & Lesbian Center and the San Francisco AIDS Foundation.

In 2016, the firm hired a new Senior Director for Human Resources and Office Administration, in part, due to his long-standing commitment to diversity and inclusion. Since his hire, the firm has worked to expand policies to further extend diversity and equity in our hiring and HR practices. This past year, the firm empowered a “Pride Committee” to plan our participation in the District’s Capital Pride event – with a strong support from the firm and a focus on our allies including our founder Tom Raffa. The firm and its employees mobilized dozens of staff, family members, friends and allies of the Pride movement to participate in DC Capital Pride events and raised more than \$1,200 for causes related to AIDS prevention and awareness.



Raffa pride team walking in the National Pride parade.



Raffa pride team congregating in front of the DC headquarters before the parade.

INVESTING IN OUR COMMUNITY

Successful partnerships between businesses and nonprofit organizations go beyond simply writing a check. At Raffa, we are extremely proud of the deep relationship we have and the work we do annually with Companies for Causes (CforC) and the Catalogue for Philanthropy.

COMPANIES FOR CAUSES

CforC was established to help CEOs of closely-held businesses work collaboratively to leverage their collective knowledge and resources to have a sustainable impact. Led by Raffa, the organization helps CEOs to strategically invest to support people, programs and ideas to help solve the most challenging problems in our community.



Raffa staff, (left) Christopher Scott, Kimberley Driggins and Tracy Lonstein (Managed Accounting) answer Eastern students' questions about their college experiences as part of the firm's support of the Easternship program.

EASTERNSHIPS

All high school students should graduate with a broad set of knowledge, skills, work habits, and character traits that lead to success in college and the 21st century workplace. Raffa partnered with CforC to design an internship program in 2012 to provide workplace experiences to Eastern HS students who were more than two years behind their peers. The program has evolved to support students enrolled in the District of Columbia's Marion S. Barry Summer Youth Employment Program.

Raffa staff continue to lead professional development workshops to prepare students for their internship experiences where they also share helpful tips and career stories. In 2017, via a partnership with MedStar Health, students who completed the CforC career readiness program and are interested in careers in the health fields interned across MedStar Health. They assisted doctors, nurses, and other health care professionals in MedStar's Cancer Institute, Stroke Center, National Rehabilitation Center and elsewhere across the Hospital Center. They learned necessary skills and made the connections that they'll need to succeed in the health care industry.



Raffa employee, Tracy Lonstein, provides students feedback after an session on interview skills.

CATALOGUE FOR PHILANTHROPY

The Catalogue for Philanthropy: Greater Washington is the region's only locally-focused guide to giving and volunteering. Since 2003, the Catalogue has helped to raise more than \$40 million for their network of vetted charities.

Their annual process involves selecting 70 organizations with budgets under \$3 million. The nonprofits are vetted by expert volunteers from the nonprofit sector as well as by accountants from Raffa to ensure their financials are "rock solid." Through the Catalogue, the best local charities are highlighted, demonstrating what is possible when caring citizens connect with worthy causes, acting together on behalf of the greater good.

SOCIALLY-RESPONSIBLE

By voluntarily meeting higher standards of social and environmental impact, accountability, transparency and performance, Certified B Corps distinguish themselves as value aligned businesses who exist to create a more shared and durable prosperity for all.

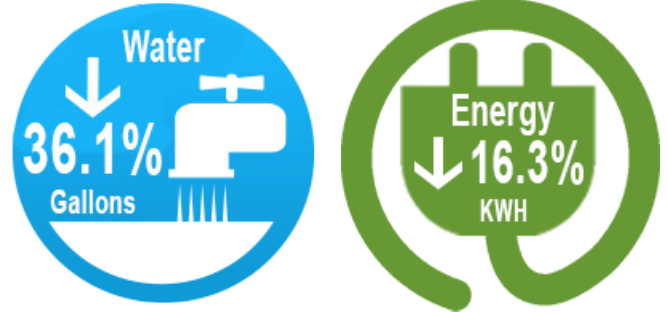
To obtain B Corp certification, companies must demonstrate adherence to strict standards related to Governance, Workers, Customers, Community and Environment and score 80 or higher on the B Impact Assessment. B Corps are required to re-certify every two years to ensure continued validity of their status. B Lab, the nonprofit outlining the social and environmental performance standards as a rubric for corporations, has designated only 2,189 corporations from 50+ countries and 130 industries with the B Corp certification to date.

After going through a rigorous audit of its certification scores, Raffa was recognized as a top performer in the B Corp community and earned a place on the 2017 Best for the World lists. Raffa was named 2017 Best for Governance by scoring in the top 10 percent of

Raffa remains the only Certified B Corp on the nation's list of Top 100 accounting firms and is one of only 19 Certified B Corps D.C.

all B Corps as well as 2017 Best for the World: Changemaker for making the most positive improvement on overall impact. These awards are based on the B Impact Assessment, an independent, comprehensive assessment administered by the nonprofit B Lab. Raffa continues to lead in the movement of people using business as a force for good.

2017 Usage Savings



B Local Mid-Atlantic

B Local - Mid Atlantic, a group of Certified B Corps from the District of Columbia, Maryland, Virginia, and beyond, is working to foster and deepen connections among organizations who share a passion to achieve socio-economic and environmental impacts across the region. Together, we are committed to helping small businesses from under-served communities in the greater Washington, D.C. area “do well by doing good.”



Raffa's Director of HR on the Impact of Diversity, Impact, Inclusion and Equity in the workplace panel hosted by B Corp Mid-Atlantic.



RAFFA UNIVERSITY

Raffa Learning Community (RLC)

The RLC was established in 2011 to strengthen the nonprofit sector by providing access to the knowledge that organizations need to thrive. Through our educational programs, offered in person at three locations in the Washington Metro area and on-line, our experts provide insight into the most pressing issues that impact the organizational health of nonprofit organizations across the region.

68

Seminars and
Webinars

696

Individual
Attendees

3

Locations

As always, Raffa provides the best workshops. Well prepared and excellent presenters.

~Attendee

I learn something new every time I come to one of these events.

~Attendee



87%

Level of presentation
was just right



87%

Very likely to attend a
future session



93%

Better than average,
excellent community
resource

LEAD. LEARN. THRIVE. PODCAST

Raffa's podcasts have grown out of the RLC to provide another way for industry experts to share their insights with the nonprofit community. We produced 11 podcasts in our second year on topics ranging from sustainability and millennials to cybersecurity and staff retention.

MAKING PROGRESS

Each year, Raffa aspires to contribute 10% of its previous year gross fee revenue in combined cash, in-kind, and pro bono support to the community. In 2017, our corporate philanthropy totaled:

\$283,540

Cash Contributions



\$120,018

In-Kind Contributions



\$2,408,704

Pro bono Contributions



= \$2,812,262

7.5% towards our 10% Goal

Undertaking socially responsible initiatives is truly a win-win for Raffa, our clients, and our community. We are proud of our employees' work and the impact we have in the community. However, we will never rest on our laurels. We will strive to *Do More* for our clients and to engage others in our philanthropic work. It is only by acting together can we truly have an impact.

TURNING PROFITS INTO PROGRESS

Every time someone chooses to work with Raffa, they are changing the world. At Raffa, we turn profits into progress. It is our clients who allow us to volunteer our time in the community, to serve on nonprofit boards, and to contribute thousands of hours of pro bono skilled services to those in need. It is those same clients who improve graduation rates in our public high schools, advance the arts and bring culture to the masses, as well as move us all closer to shared social equity. At Raffa, we do so much more than provide professional services. We exist to effect positive change in the world around us. At Raffa, we believe that we exist to help those who are less fortunate and to challenge those who have more to simply do the same. And everything we do is possible because of you.



The bulk of our firm's philanthropy is driven by our most important stakeholders: our employees and our clients.



1899 L Street, NW, Suite 850
Washington, DC 20036

1445 Research Blvd #340
Rockville, MD 20850

202.822.5000

Raffa.com

© 2018 Raffa, P.C.