



Team4Tech

Impact Report 2017

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Reflecting on the impact of the last five years

We launched Team4Tech in 2012 to pursue a vision that felt at once simple and revolutionary: harness the talent and passion of technology professionals, combined with the relevant on-the-ground experience of established nonprofits, to improve educational outcomes and expand economic opportunities for 100,000 underserved students around the world within 10 years.

Five years in, we're now seeing the deeper longitudinal impacts of our work.

Five years later, thanks to the incredible support of our partners, donors, and volunteers, we've made huge strides toward realizing that vision. Since launching our first project in spring 2013, we have:

- Directly benefited more than 30,000 students and teachers
- Engaged more than 300 employee volunteers from 28 corporate partners, empowering them to give back while

building valuable leadership and problem-solving skills

- Established strong partnerships with 18 nonprofits, with commitments spanning an average of three to five years
- Implemented 38 projects in 12 countries to build infrastructure and local NGO capacity
- Contributed a total of \$7.5 million in technology grants and skills, more than tripling the value of each dollar spent on our programs.

We're proud of these numbers, but we also know that the implementation of a project is just the beginning. Change in education takes time; five years in, we're now seeing the deeper longitudinal impacts of our work. Examples like those of Huu from Vietnam (page 15), who used the skills he learned with our partner, Orphan Impact, to secure a prestigious design job, show us that we can achieve our most important and ambitious long-term goal — helping students find good jobs and attain a standard of living that allows them to support their families and give back to their communities.

Similarly, we're only just beginning to understand the transformative impact that our projects can have on the lives of our volunteers. We know from industry research that technology professionals are hungry for opportunities to use their skills for social good — but on a Team4Tech project, success depends as much on learning and adaptation as it does on the volunteer's specific technical expertise. By working in new envi-

Volunteers build leadership and problem-solving skills that are enormously valuable back in the office

ronments, navigating unforeseen challenges, and designing creative human-centered solutions, volunteers build leadership and problem-solving skills that are enormously valuable back in the office. We're hearing from more and more volunteers like Chloe (page 16), who have leveraged their Team4Tech experiences to step into new roles and expand their impact within their

sponsoring companies.

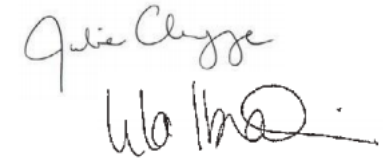
Managers and executives report that Team4Tech alumni are more engaged not only with their own work, but also with the company's larger mission and strategic goals

Of course, the benefits of employee development don't stop at the individual level. We're also starting to see meaningful positive returns for our corporate partners — particularly those like Pure Storage (page 18) that have worked with us across multiple projects. Managers and executives report that Team4Tech alumni are more engaged not only with their own work, but also with the company's larger mission and strategic goals, and that they're better able to lead their coworkers in generating creative ideas and sustaining motivation through challenging projects.

For all these reasons, we begin 2018 more excited than ever about Team4Tech's potential to make a difference. Much of our effort this year will be focused on scaling our proven model. We're building on the lessons of the past five years to develop a solutions roadmap (page 13), which will codify our capacity-building programs and lay out a plan to support our non-profit partners as they move from establishing digital foundations to helping students master 21st-century skills. With this foundation in place, we're confident that we'll be able to bring relevant, effective educational tools and curricula to at least 70,000 additional students by 2023 — and that many of those students will use their new skills to secure better jobs and become leaders and mentors in their local communities.

We're deeply grateful for your support as we embark on this next phase of our journey. Your engagement and contributions are allowing us to expand access to opportunity around the world, and for that — on behalf of all of Team4Tech's staff, partners, students, and volunteers — we thank you!

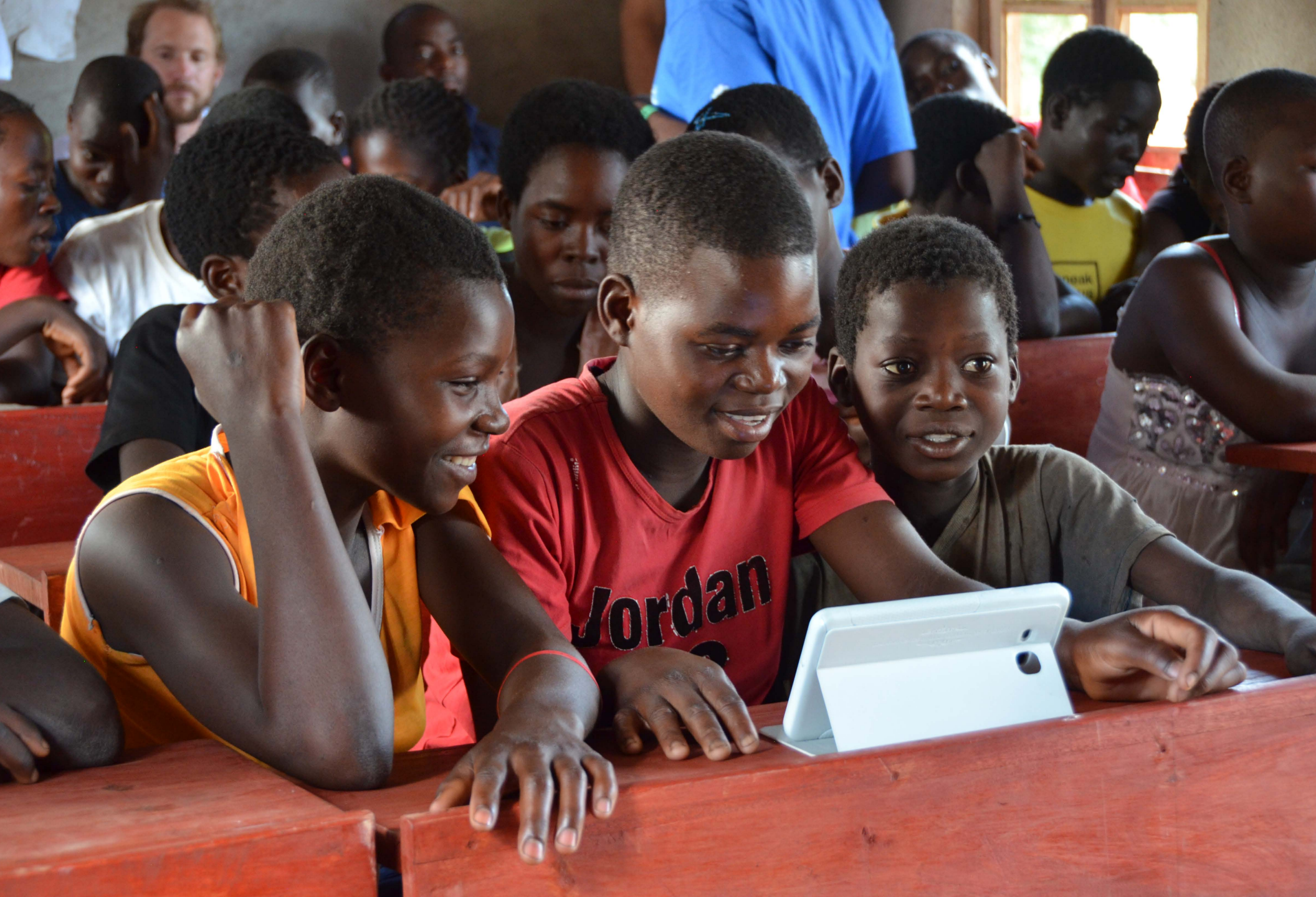
Sincerely,



Julie Clugage,
Co-Founder and Executive Director

Lila Ibrahim,
Co-Founder and Chair





Previously out-of-school learners use tablets for the first time as part of a Team4Tech project with Intel volunteers in Malawi in November 2017.

**We see a world where
all students have access
to quality education.**

Our mission is to advance the quality of education for underserved students around the world through technology volunteers and solutions.

Team4Tech provides technology professionals with immersive, short-term service learning projects that leverage their technology skills to improve education for underserved students, while also cultivating volunteers' leadership skills and supporting corporate social responsibility goals.



Malawian students eagerly practice new skills with an Intel volunteer in November 2017.

TEAM4TECH PROJECT PORTFOLIO

during our
FIVE
 years in existence:

324

volunteers participated



104

volunteers in 2017

\$326,000

in grants donated



\$117,240

in 2017

28

corporate
partners



18

nonprofit
partners

6

new
in 2017

12

countries
served



38

completed
projects

13

projects
in 2017

46,680 hours donated



16,050 hours in 2017

\$7,560,800 value created



\$2,487,130 in 2017

TEAM4TECH PROJECT PORTFOLIO

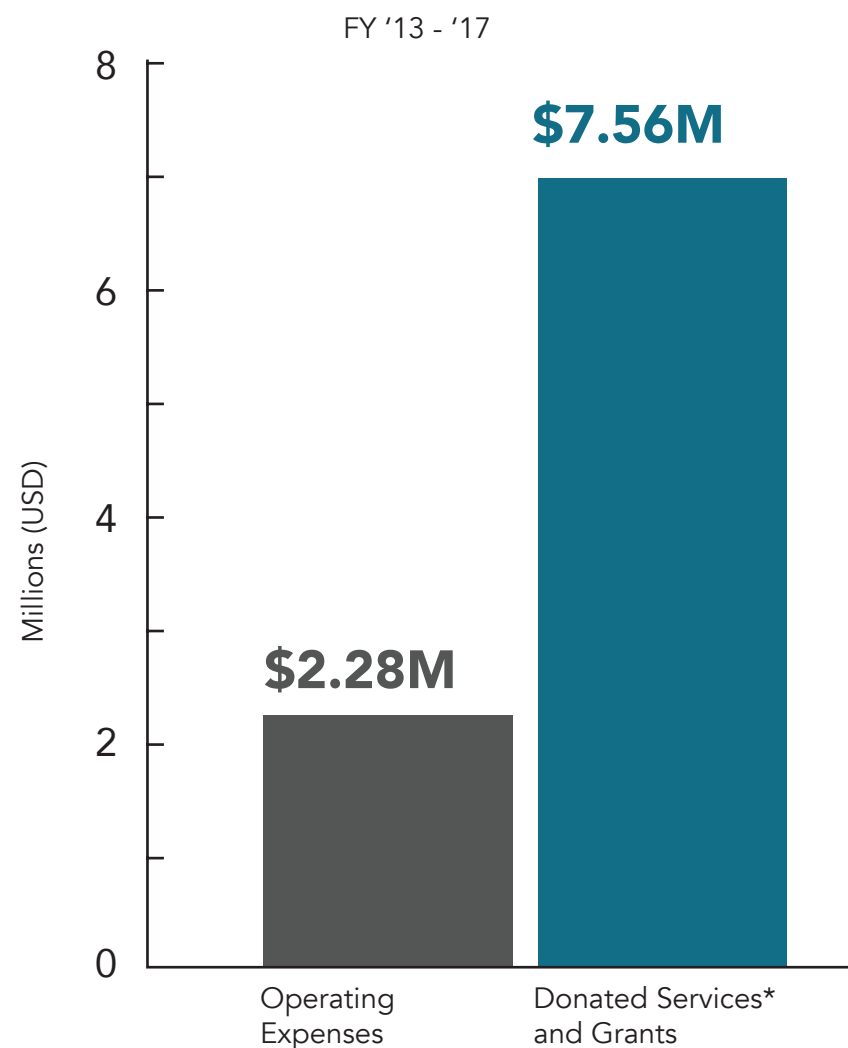


2017 Corporate Partners:



THE MULTIPLIER EFFECT

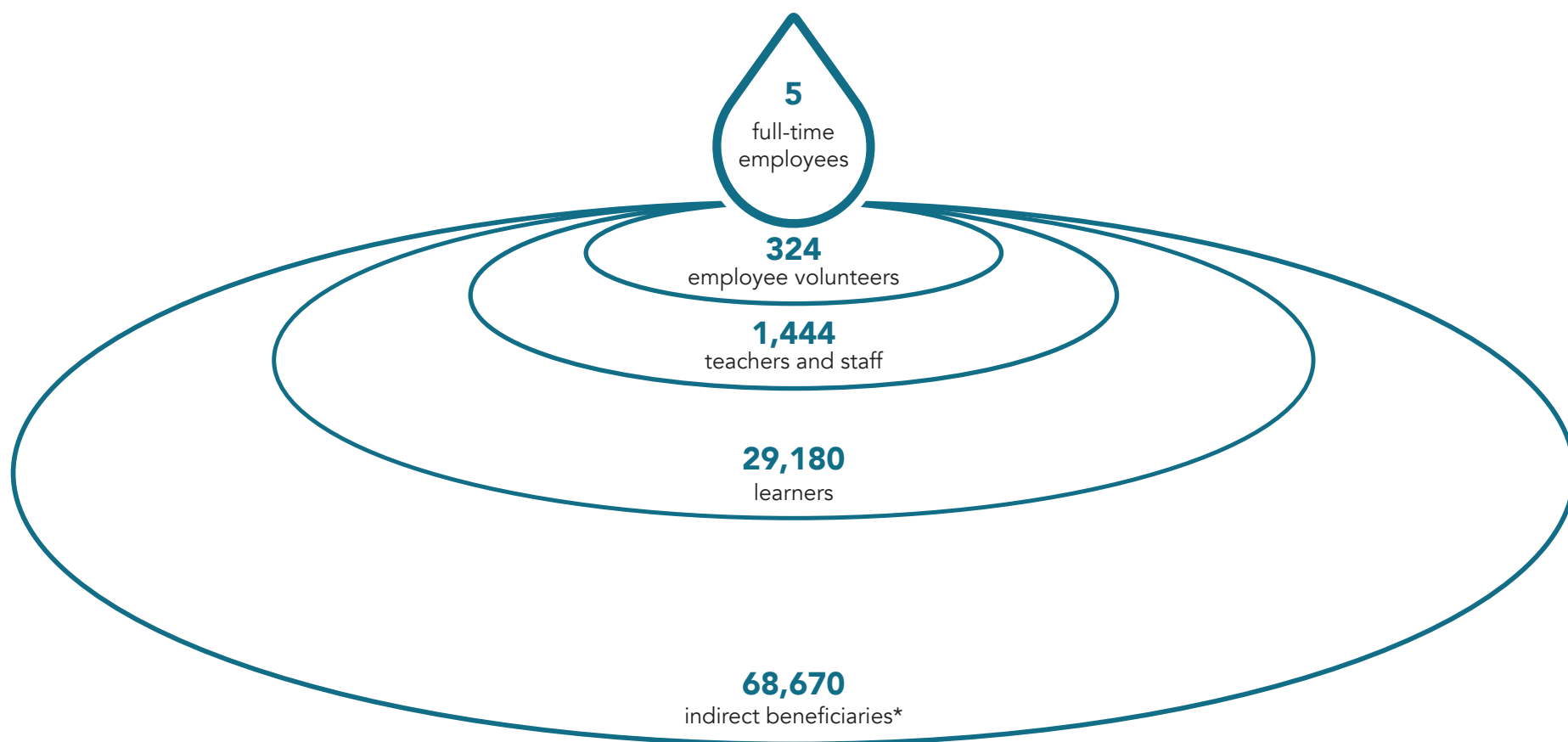
We've created \$7.5M in donated services and grants using only \$2.3M in operating expenses, meaning that for every one dollar invested in Team4Tech, we create over three dollars in value by leveraging the contributions of skilled volunteers.



*Total value of volunteer hours donated using the Taproot benchmark of \$155/hr for mid-level IT professionals.

THE MULTIPLIER EFFECT

Team4Tech directly impacts over 30,000 teachers and learners annually with our highly efficient operational model.



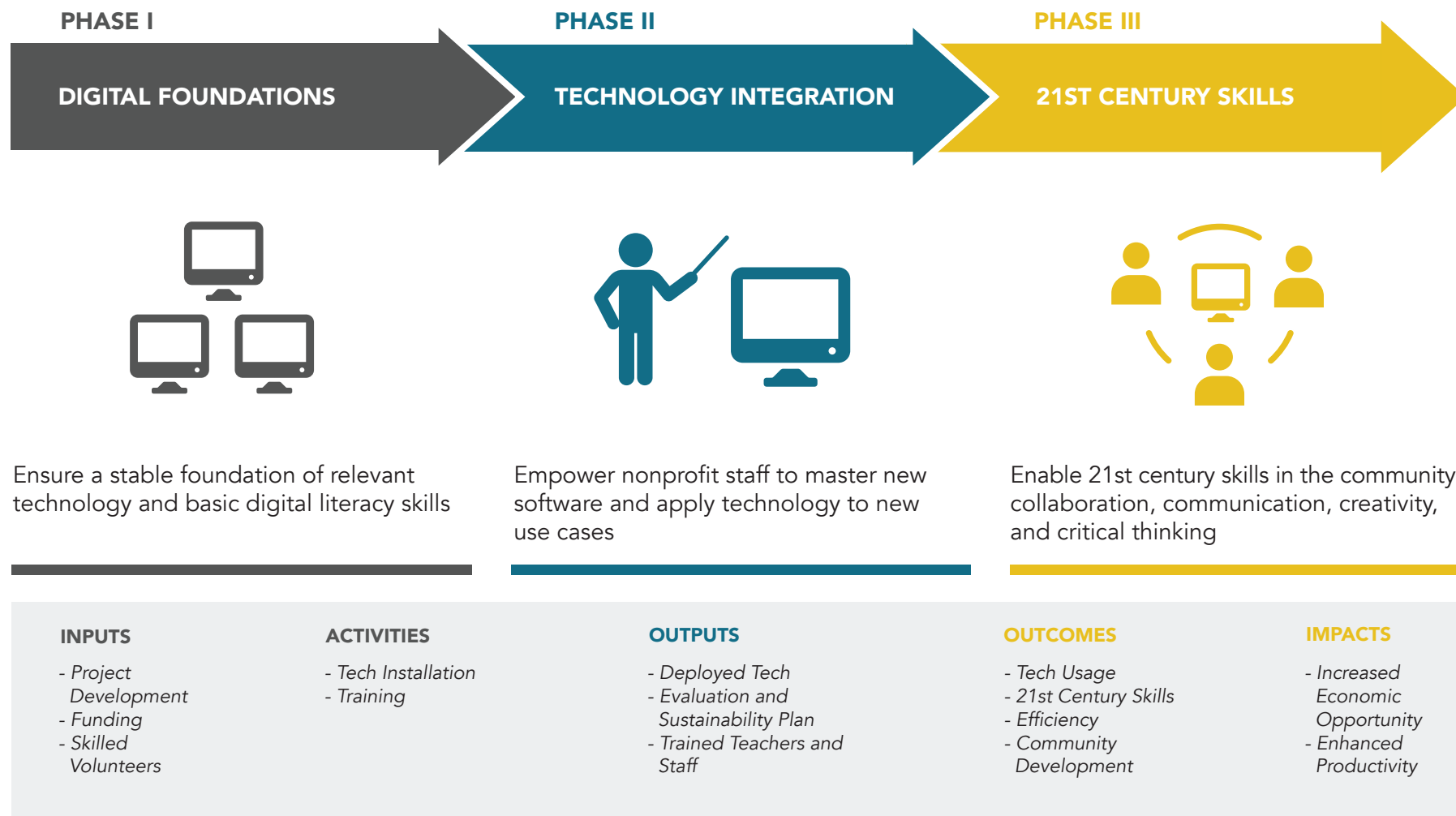
*Indirect beneficiaries are learners who will use tools and software created in part by volunteers, but whose teachers or schools we did not directly interact with.



A Costa Rican student smiles at volunteers speaking Spanish during a school visit in August 2017.

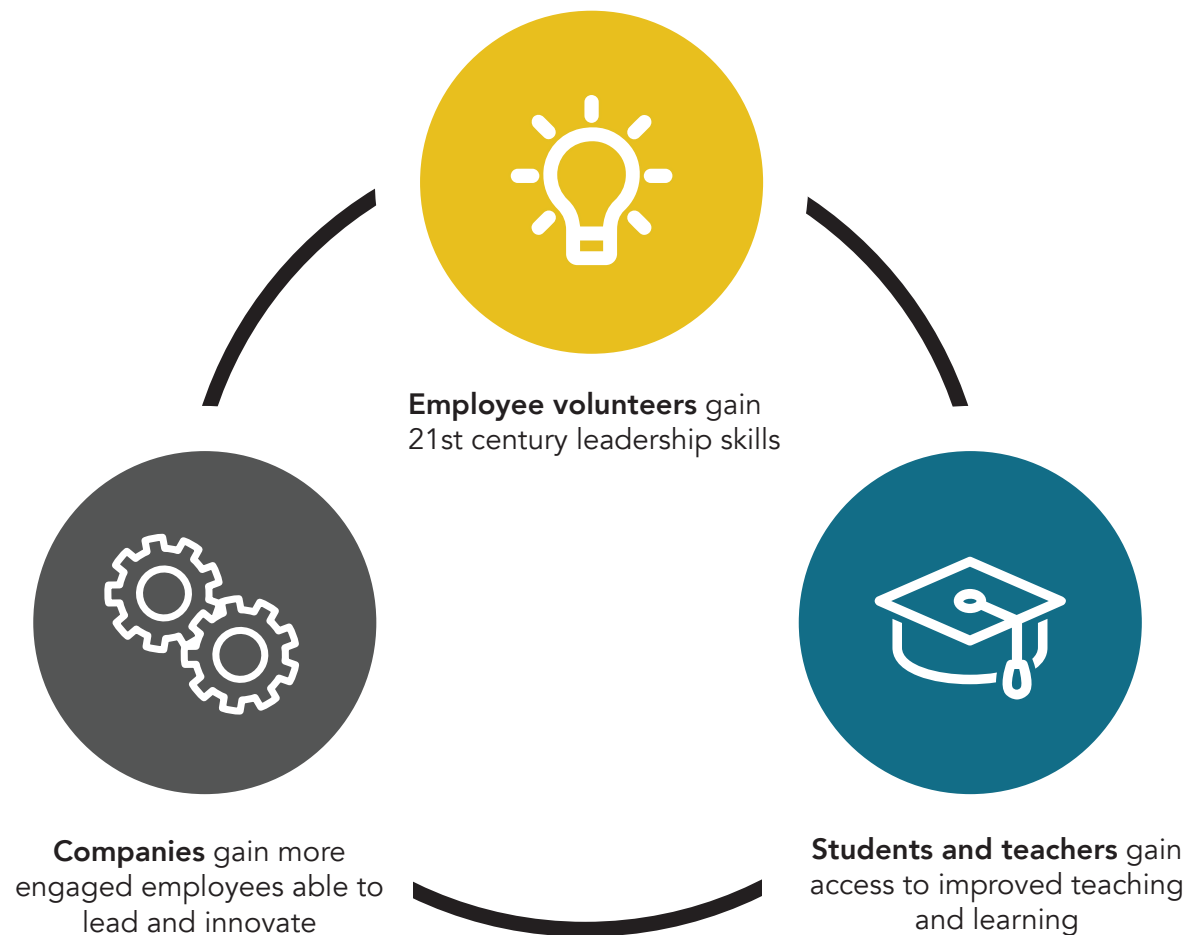
HOW IT WORKS

Team4Tech engages in three- to five-year collaborations with established nonprofit partners, ensuring that volunteer engagements not only provide immediate benefit, but also contribute to a long-term strategy for lasting, positive impact.



See page 21 for a case study of a nonprofit partner who has participated in all three phases

BENEFICIARIES



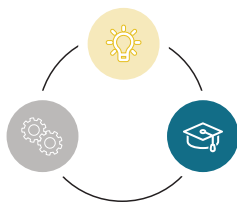
BENEFICIARY SPOTLIGHT

We improve learning outcomes - and change lives.



HUU

Alumnus, Orphan Impact



There are over 1 million children residing in government-run orphanages throughout Vietnam. Many lack the skills to gain employment after they leave their orphanages at age 18. Orphan Impact is a nonprofit organization attempting to address this issue by teaching technology and life skills to Vietnamese orphan children through a 40-week program. Orphan Impact's initial projects focused on improving the students' basic digital literacy skills. In March 2015, Team4Tech team introduced the Orphan Impact staff to the concept of design thinking, which "blew our minds," says Tad Kincaid, founder. In 2016, Orphan Impact began helping their graduates with career advancement and also started exploring the maker movement. In March 2016, Team4Tech volunteers provided career planning and entrepreneurship workshops.

Huu participated in the Orphan Impact program for three years before leaving the orphanage. After leaving the orphanage, Huu interviewed at a Vietnamese shoe company called Bitis, hoping to get a job at their factory. During the interview, the interviewer asked Huu whether he had any computer skills. Huu paused and shared the story of his last three years with Orphan

Impact and his digital projects portfolio. Instead of hiring Huu to work in the factory, Bitis offered Huu a job in their design program. As a designer, Huu earns more than triple the amount he would have earned in a factory, and earns 50% more than the typical starting wage that a college graduate would make. With a competitive salary, additional training on Adobe InDesign Suite that Bitis provided, and a position at a highly regarded local company, Huu is an inspirational graduate for many of the students with whom Orphan Impact continues to work.

Since 2009, Orphan Impact has crafted innovative, hands-on, and engaging tech workshops to help kids in orphanages reach their potential. They have also increased the number of graduating students enrolling in university from 8% in 2015 to 43% in 2016. Future goals include scaling an entrepreneur accelerator to support graduates who are not able to attend university.

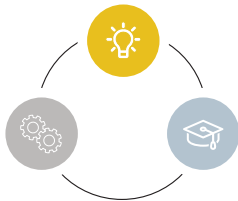
VOLUNTEER SPOTLIGHT

We create better leaders, more engaged employees, and stronger teams.



CHLOE LANGSTON

Software Engineer at Box
Project: Costa Rica, August 2017



"I've always wanted to be a software engineer but without these service projects I don't know if I could have done it..."

Chloe Langston started at Box just over a year and a half ago as a demo engineer on the sales team. It was a solid entry-level job, but she knew it wasn't what she wanted to do forever. Chloe studied media arts at UCLA, and after working as a designer, she attended an intensive coding bootcamp and dreamed of eventually becoming a full-time software engineer. However, her lack of experience and the prospect of six-hour coding interviews made her hesitate to take the leap.

It was a Team4Tech project in Costa Rica in August 2017 that made her feel ready to jump into a new career. "My job was an entry-level position, and Team4Tech kicked me in the butt to do something that was more impactful, still within Box, but leveling up my career." Not only was the project motivating, it gave her the chance to demonstrate her technical prowess and get the confidence boost she needed. "Real-

izing that my [technical] skills are so valued and that I could help so many people with those skills made me want to hone them even more."

When Chloe returned from the project in Costa Rica, she started studying every night and every weekend for those dreaded coding interviews. About a month later, she interviewed at Box for a software engineering position and nailed the interview. She says, "being an engineer, there's this confidence required. Even just taking on algorithm questions and the six-hour interview required a lot of confidence, which I really gained from Team4Tech."

Confidence and motivation aren't the only benefits of Team4Tech projects. Chloe describes other leadership skills that the project helped strengthen. "One of the biggest things was leading a meeting, workshop, or class and being able to deal with situations that I did not prepare for.

Being able to think on my feet, turn when necessary when a question came up or something was broken... being able to handle that on the spot.” Chloe continues, “Teaching in general is just such a skill that’s helpful no matter what you’re doing. I think the overlying concept that I learned was how to not just have people memorize something, but make sure they understand the deeply rooted core concepts of it, so they can do it themselves.” This deep, long-lasting empowerment is one of the unique values that sets Team4Tech apart from other service learning programs.



Chloe, second from left, working with educators from Paniamor Foundation.

Beyond teaching skills, Chloe says the overall experience helped her develop grit: “I think there’s a kind of scrappiness, a creativity, a growth mindset, a work ethic that I’ve definitely learned from working on this project. As well as just having a ton of fun. Those teammates have become some of my closest friends.” Indeed, the value of fun is not to be overlooked. The bonds that Chloe made with her fellow Boxers have had a ripple effect on the company culture, her communication with other teams, and her loyalty to Box. “We have a little second family now,” she says. “We learned a lot from each other, we lean on each other and support each other. There were definitely late nights and long days, and going through that with people brings you together so much. I think it was really cool that we were all from different offices, and having that connection between offices made this company feel a lot more inclusive to me.” Chloe now has friends in the Austin office and across departments to whom she can turn when she needs help navigating her new role as a software engineer.

Besides confidence, motivation, grit, teaching skills, and strong friendships, Chloe brought back a group dynamic that she hopes to share with the whole company. “It helped us hone our empathy skills and compassion skills, and made us all just have a better outlook, and I think it really



Chloe, center, teaches a workshop on circuit boards.

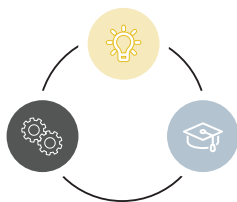
improved our company culture.” A noteworthy statement, since Chloe recognizes that Box already has a philanthropic and friendly culture. She says the project has “really made me want to stay with Box for a few reasons. First of all, knowing that Box is a place that cares about this kind of work is really important to me, and that’s something that I hear from literally everyone... We are very privileged to be here, and I appreciate it a lot and it makes me want the company to succeed.”

PARTNER SPOTLIGHT



NICOLE JOHNSON

Executive Director, Pure Good Foundation
Project: South Africa, March 2017



We help companies achieve their philanthropic and professional development goals.

"I think one of the benefits—even for employees who don't go on the project—is how proud our employees are that their coworkers and their company are behind this work."

Like many of our corporate partners, Pure Storage found Team4Tech through word of mouth. "One of our employees had done a Team4Tech project with VMware, and then moved over to Pure Storage. He called and said, 'Listen. I just did this project with an amazing organization. You have to meet them.' Our foundation was just getting up and running, and he said, 'I cannot say enough about it, it really really changed my life, please talk to them.'"

Nicole Johnson is the Executive Director of the Pure Good Foundation at Pure Storage. When she joined the company in 2015, the foundation had just been created, and Nicole was tasked with defining its mission and creating programs aligned with that mission. The foundation's creation team knew they wanted a program for immersive service. They dreamed of spending a year in Bali on sabbatical, but Nicole was looking for something that fit

into a normal work schedule. "Team4Tech was a way for employees to engage in volunteer work in an immersive environment, and still be aligned with the company and the foundation." As for the alignment, she says, "The mission of the foundation is to improve educational outcomes for students. So it's a really natural fit for the work that Team4Tech does."

Nicole also had to ensure that her programs aligned with larger company goals, and she knew that Pure Storage could use more in the space of leadership development. "As a fairly new company, it's just one of those things that gets put on the back burner, and I knew that that was something of concern for the company. I knew that the leadership development curriculum would be a great opportunity for our employees, and a great selling point to the executives for why we needed to do this." Thus, a partnership with Team4Tech

was born.

How have the programs paid off? “We’ve seen folks who have gone through the program really flourish, whether they’ve changed jobs or not, changed roles, they’ve really flourished with what they’re working on. They have a revived sense of pride about where they work, who they work with, what they do...They come back re-committed to their work.” That pride can be a tough outcome to measure, but Nicole sees it clearly. She says, “One of the other huge benefits - even for employees who don’t go on the project - is how proud our employees are that their coworkers and that their company is behind this work. I have people all the time saying, ‘It’s amazing that we do this, it’s incredible to work for a company that cares like this.’” The programs produce indirect benefits simply by embodying employees’ shared values.

Another benefit, which Nicole hadn’t fully predicted, is the connections that employees make with each other while on the project. “I don’t think I realized what incredible bonds would be formed by the people who were on the project,” she says, “and that’s cross departmental, across geographic regions...just incredibly deep connections that are obviously going to benefit the company.” Applicants to Team4Tech programs come “from Mountain View, all of our global offices, different roles, different levels...

86%

of 2017 volunteers believe that the T4T program is more effective than other professional development programs

100%

of 2017 volunteers would recommend Team4Tech to colleagues

100%

of 2017 volunteers want to stay involved in the project after returning home

It’s something that appeals to people in so many different places in their lives.” That diversity is key. “Utilizing these projects as a way to bridge those differences has been really beneficial.”

It is important to Nicole that the project scope is meaningful to the program participants. To that end, she loves it when Team4Tech can scope projects that fit the employees’ expert skill set. Describing the South Africa project, in which a team of engineers built servers for a school, she says, “It was such a great fit. They were

so immersed in the project, the technical side of it, ensuring that we were building something that was sustainable, usable, and going to make lives better and easier. There was one moment where there were two engineers sitting together, and they were so deep in this engineering space, and one said to the other, ‘I wish I could do this everyday! I never want to leave, this is amazing!’ They loved it, they loved being able to dive deep into a problem.”

Team4Tech projects are also scoped broadly enough that they can provide engaging opportunities for employees where specific skills, like hardware engineering, are not required, and more general technical expertise and experience are highly valuable. As Nicole recognizes, “The challenge is that we have a workforce with such varied skills. One project may work great for our engineers, but what about our sales team, or our HR people, accounting people. What are projects that we can take on where anyone can participate?”

Nicole says the best project outcomes have happened when “the project scope was solvable - I mean, it took a lot of work and a lot of time - but it was possible, it was very concrete, they knew what they needed to do and what the endpoint was going to look like.” And ultimately, “everyone who has worked on a project has been transformed, and has had an incredible

experience." One of the biggest benefits, she says, is skill-agnostic. "You know, in your day-to-day, it's very easy to get caught up in your own kind of thinking, and you have your own sort of patterns and behaviors, and what this does is sort of shakes you out of that, and allows you to view things in a very different way." And that, alone, is worth the investment.



South African students are all smiles while engineering bridges with Pure Storage volunteers in March 2017.

NONPROFIT PARTNER SPOTLIGHT

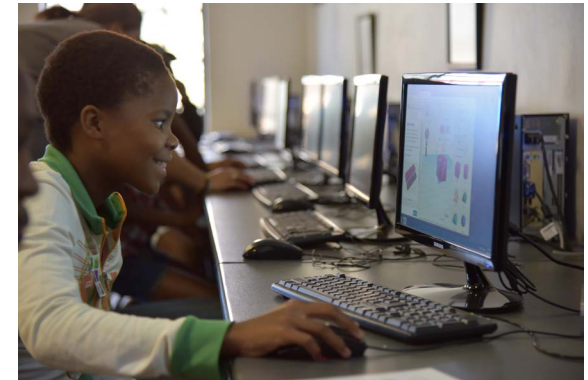
Over the past three years, Team4Tech has implemented three projects with the Greater Stellenbosch Development Trust (GSDT) to advance the quality of STEM education for students in the Kayamandi township outside Stellenbosch, South Africa.



Build digital literacy and a foundation of technology infrastructure.



Integrate adaptive learning math software for middle school students. Engage students through a community tech day.



Establish 21st century innovation lab, and offer project-based learning, coding, maker, and robotics activities.

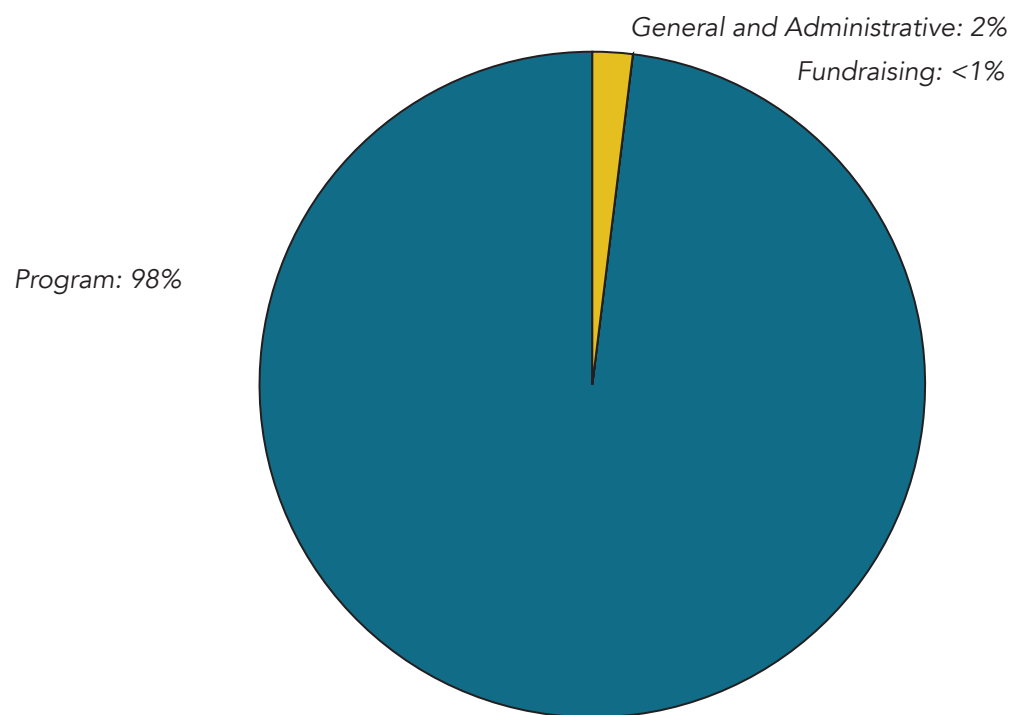


Students practice English with a Hewlett Packard Enterprise volunteer as part of Pratham's after-school tablet learning program in India in September 2017.

FUNCTIONAL EXPENSES

July 2016 - June 2017

General and Administrative	\$13,810
Fundraising	\$380
Program	\$660,570
Total	\$674,760



STATEMENT OF FINANCIAL POSITION

July 2016 - June 2017

Income

Foundation Grants	\$396,210
Individual Contributions	\$110,810
Corporate Contributions	\$266,360
Other Income	\$1,050
Total Income	\$774,430

Expenses

Personnel	\$281,080
Program	\$303,460
Professional Fees	\$19,030
Operations	\$71,190
Total Expenses	\$674,760
Net Income	\$99,670

BALANCE SHEET

As of June 30, 2017

Assets

Bank Accounts	\$285,990
Accounts Receivable	\$22,000
Other Current Assets	\$19,950
Total Current Assets	\$327,940
Total Fixed Assets	\$0
Total Assets	\$327,940

Liabilities and Equity

Accounts Payable	\$2,500
Credit Cards	\$12,940
Other Current Liabilities	\$0
Total Liabilities	\$15,440
Total Equity	\$312,500
Total Liabilities and Equity	\$327,940

JOIN US

*There are many ways to get
- and stay - involved!*

- Contact us to learn more about starting a Team4Tech program at your company.
- Follow Team4Tech's website for upcoming projects open to individual volunteers.
- Apply as a corporate volunteer.
- Donate to support technology grants to our nonprofit partners.
- Apply to become one of Team4Tech's nonprofit partners.



Teachers show off certificates from a technology workshop designed and delivered by Adobe and Autodesk volunteers in South Africa, May 2017.



Thank You!