

20  
24

# CSR

Insperty's  
Corporate  
Social  
Responsibility  
Report

 **Insperty®**  
*HR that Makes a Difference®*



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*Unless stated otherwise, the information contained in this report is for the 2024 calendar year and based on data collected between Jan. 1 and Dec. 31, 2024.*

A portrait of Paul J. Sarvadi, a middle-aged man with a grey beard and balding head, wearing a dark suit jacket over a light blue button-down shirt. He is standing in front of a large window with vertical blinds, looking directly at the camera with a slight smile. His hands are clasped in front of him.

**Our efforts create a ripple effect  
of lasting benefits that extend  
far beyond the workplace.”**

**Paul J. Sarvadi**  
Chairman and CEO  
Insperity

At the start of 2024, I invited Insperity's employees to reflect on their unique impact on our company mission to help businesses succeed so communities prosper. This accountability – taking ownership of outcomes – has long been one of Insperity's core values. It is a cornerstone of how we achieve meaningful results.

Over the past year, this value has proven especially relevant as small and midsize businesses faced a rapidly evolving environment. Shifting labor market dynamics, advancing technology and cybersecurity, complex legal requirements and political uncertainty created an unpredictable business landscape.

Through it all, Insperity remained a trusted HR partner for our clients. We helped thousands of businesses with their HR needs as they made strategic decisions about their businesses. Our efforts earned prestigious national workplace culture and business awards, which is a testament to the dedication, expertise and teamwork of the talented individuals who make up our company.

Accountability also causes us to ask "What more can we do? How can we do it better?" The answer lies in serving businesses with new, innovative solutions and our signature category-of-one service. By enhancing the degree, likelihood and speed of success for the businesses we work with, we create a ripple effect of lasting benefits for our communities that extends far beyond the workplace.

This Corporate Social Responsibility (CSR) Report captures the heart of our accountability to our mission, primarily because our CSR efforts are woven into our business practices. They act as a multiplier for positive impact and shape a future that reflects the values we stand for. This is accountability in action.

A handwritten signature in blue ink, appearing to read 'Paul J. Sarvadi', is positioned above the name and title of the signatory.

**Paul J. Sarvadi**  
Chairman and CEO  
Insperity

# Our company culture

At Insperity, people are the heart of everything we do. We believe the inherent worth of each employee elevates our company's potential.

Our people-centric culture fuels an environment of collaboration and connectivity that unifies us to make a meaningful impact. To empower employees to thrive both personally and professionally, we invest in their development and lay the foundation for long-term employment.

The bottom line: our culture is grounded in our core values and drives us to achieve individual and company success while contributing to a better future for the clients and communities we serve.

## Our values

While our company culture encourages a commitment to excellence and a heart for service, our values are the guiding force that define us as a company. Together, they reflect what is most important to us and are our starting place for how we conduct business. They are our compass.

- **Integrity** as the cornerstone of personal and corporate conduct
- **Respect** for the worth of the individual
- **Achieving goals** through servant leadership and teamwork
- **Commitment** to high standards and the pursuit of excellence
- **Accountability** as a means to elevate individual and corporate performance
- **Innovation** as a fundamental driver of long-term success
- **Embracing change** as an opportunity to learn and improve
- **Contributing** to the communities where we live and work
- **Perseverance** through an abiding faith and optimism

Our people

4,547

EMPLOYEES

752

NEW EMPLOYEES  
IN 2024

EMPLOYMENT TYPE

99.5% 4,526 Full time

0.5% 21 Part time

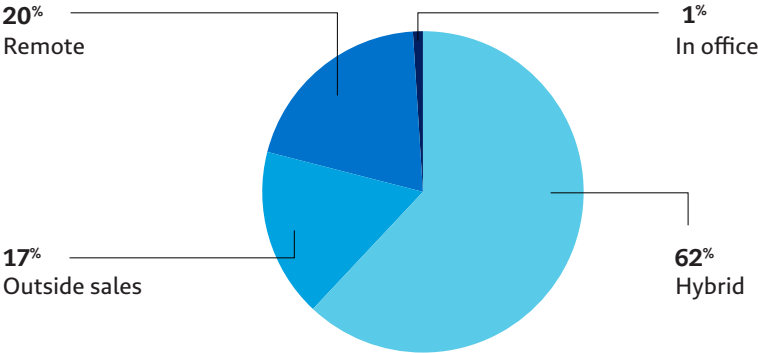
GENDER

38% 1,736 Male

62% 2,811 Female

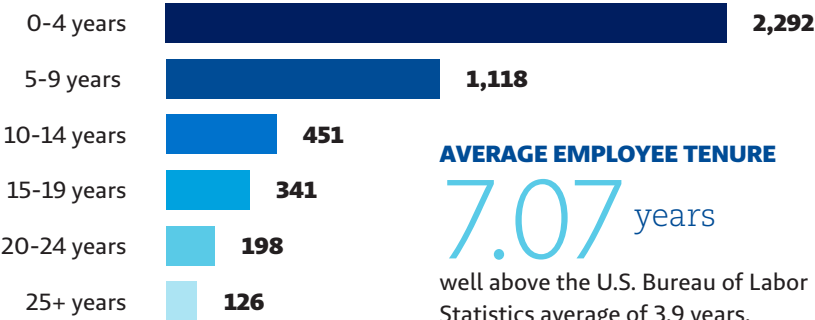
Flexible Work Program

By blending the best aspects of in-office and remote work, we address the evolving needs of our workforce, prioritize employee wellbeing and foster a strong, connected culture – all while maintaining a clear focus on achieving business results.



Full-time employee tenure

49% of full-time employees have been with Insperity for 5+ years.




# Employee engagement

Understanding the Insperity employee experience allows us to take action to continually improve, strengthen our culture and take care of our people.

Through ongoing employee listening programs, corporate culture surveys and employee interviews, we gather both qualitative and quantitative feedback to drive impactful change.

In 2024, we conducted our confidential Voice of the Employee survey with representation across all departments, levels of the organization, tenure and demographics. The results showed that Insperity employees are highly engaged, with an **employee engagement rate of 86%**, far above the U.S. benchmark average of 75%. It also showed that a substantial majority of employees agreed or strongly agreed that they:

- Recommend Insperity as a great place to work.
- Have a high sense of trust in the company and our leadership.
- Are proud of Insperity's values and impact in the community.
- Feel supported by their managers.
- Believe Insperity supports work-life balance and flexibility.

A group of people, mostly wearing blue shirts, are standing in a circle outdoors on a sandy or dirt ground. The scene is brightly lit, suggesting daytime. A semi-transparent dark blue rectangular box is centered over the image, containing white text. The text reads: "Our leaders remain committed to considering and acting on employee feedback by creating department-specific plans. We also shared updates and actions taken with employees as a result of the previous Voice of the Employee survey, and plan to continue this practice moving forward." The background shows the lower legs and feet of the people in the circle, and some yellow and blue objects on the ground.

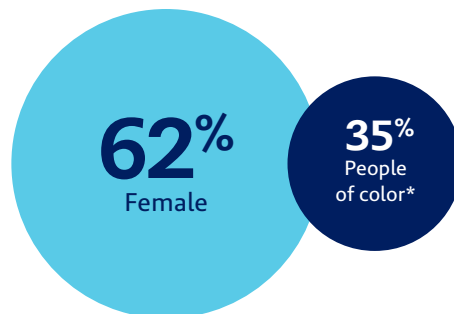
**Our leaders remain committed to considering and acting on employee feedback by creating department-specific plans. We also shared updates and actions taken with employees as a result of the previous Voice of the Employee survey, and plan to continue this practice moving forward.**

# United at Insperity

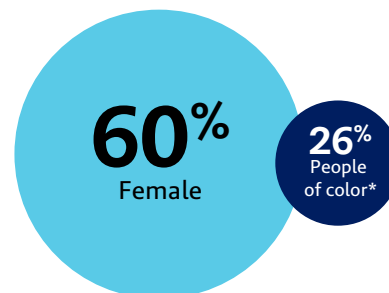
## A look at the data

At Insperity, our philosophy for creating a diverse workplace is a living strategy that contributes to positive business outcomes. We remain committed to recruiting, hiring and promoting employees with diverse backgrounds and perspectives at all levels of our organization. Our goal is to create an inclusive work environment where employees respect each other and feel a sense of belonging.

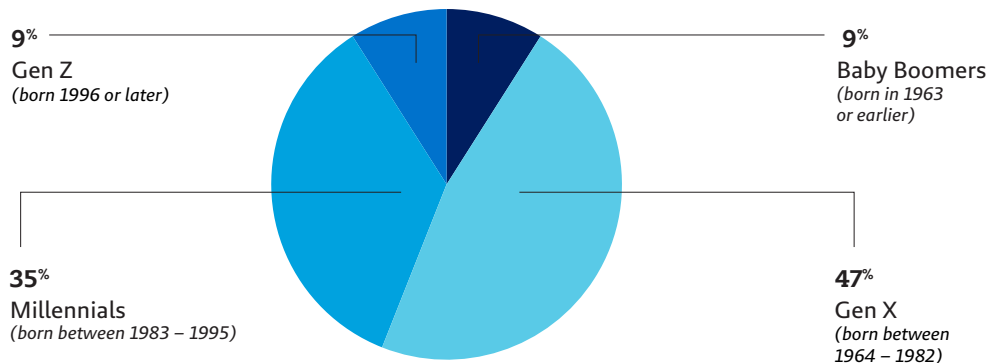
### EMPLOYEES



### LEADERS\*\*



### GENERATIONS OF EXPERIENCE



\* People of color are individuals who identify as Hispanic, Black or African American, Asian, Native Hawaiian, American Indian, Alaskan or more than one race or ethnicity.

\*\*Leaders are supervisors and above.

# Commonality, Equality and Cohesion

We believe that leaders create high performing teams with a stronger sense of belonging when Commonality, Equality and Cohesion are part of the equation. Our values-based, culture-driven, people-centric approach is deeply embedded in Insperity's everyday operations. It has created a strong workplace culture, which we credit for improving business outcomes, creating dynamic engagement among employees and cultivating unity within our teams and across our organization.





**It definitely gave us hope that when tragic things happen, there are still good people who will help. Thank goodness Insperity has this type of program. It helped my family get through our loss.”**

Insperity employee and Insperity Fund employee recipient



# Caring for co-workers

In addition to the support they receive from Insperity, employees have a strong network of peers they can depend on when they experience difficult times.

## **PTO hardship bank**

Corporate employees can donate paid time off hours to benefit others. Sixty-two employees who needed to take a leave of absence due to unexpected life events benefited from this hardship bank.

## **The Insperity Fund**

Employees can apply for assistance from this employee-funded benevolence program when they experience challenging circumstances such as storm damage repairs, monumental medical bills or life-changing obstacles and need financial help.

The Insperity Fund  
by the numbers

**\$254,982**

donated by employees

**81** corporate employees  
received assistance

# Awards & recognition

Insperity continues to receive prestigious workplace achievement and business awards. This year's national recognition included:

## FORBES

America's Best Employers for Diversity

America's Best Midsize Employers

## FORTUNE

Best Workplaces for Millennials

Sector Leaders – Business Services

Best Workplaces for Women

Best Workplaces in Consulting & Professional Services

Best Workplaces for Parents

## GLASSDOOR

Best Places to Work – Employee's Choice

Best-Led Companies

## GREAT PLACE TO WORK

Great Place to Work Certification

## HR.COM

Best Overall Recruiting Strategy – Early Talent Program

## INC.

Inc. Power Partner

## NEWSWEEK

Excellence 1000 Index

America's Greatest Workplaces for Diversity

America's Greatest Workplaces for Parents & Families

## RIPPLEMATCH

Campus Forward Award – Midsize Early Career Programs

## TIME

America's Best Midsize Companies of 2024

## U.S. NEWS & WORLD REPORT

Best Companies to Work For

“This recognition reinforces what we already know – that Insperity is not just an employer of choice for our employees, but that our workplace culture and our commitment to clients is well-respected in our industry and among similar companies.”

**Steve Arizpe**

President and Chief Operating Officer  
Insperity



# Protecting our people

## Data privacy & security

At Insperity, we recognize the importance of protecting the data that is provided to us and maintaining the security of our systems. To support these efforts, we have implemented robust privacy and security training programs for our employees.

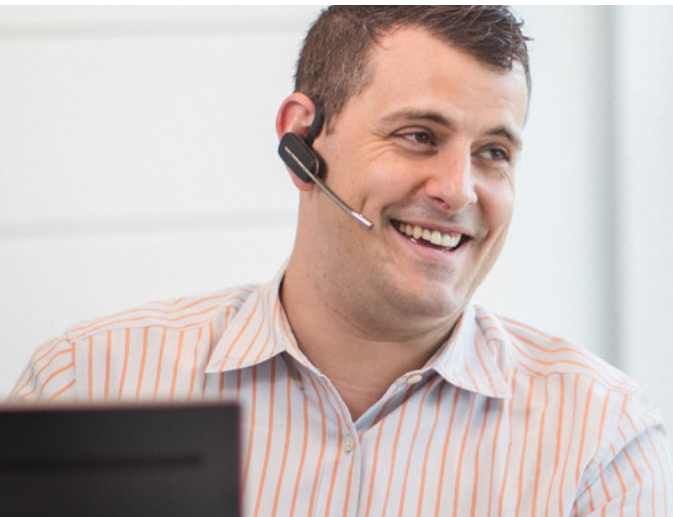
Each employee undergoes privacy and security training every year, which covers industry best practices as well as privacy and security risks that apply to Insperity directly. Employees also learn incident response procedures and have access to periodic security bulletins that reinforce their training. Insperity has also implemented other preparedness tools, including phishing tests, which help increase employee awareness of, and readiness for, security-related issues.

## Workplace safety

Insperity is committed to providing a safe, secure and comfortable work environment for our employees. Our Code of Business Conduct and Ethics requires attention to workplace safety, and we further detail our safety policies in our Employee Handbook, which is accessible to all employees through our intranet. We require our employees to complete annual training to reinforce our policies on workplace safety. Insperity's dedicated Safety Services team also provides on-demand safety training resources for employees and 67 safety training courses for managers.

## Annual training to protect our data and security:

- » Privacy and security
- » Incident response
- » Phishing tests



### Emergency management

We are committed to effectively preparing for, responding to and recovering from emergencies and disasters in a responsible and ethical manner. Insperity's emergency management program encompasses a range of activities aimed at protecting the safety and wellbeing of our corporate employees and facilities in the event of a crisis. Key aspects of this program include the following:

- Identifying and monitoring potential hazards coupled with ongoing risk assessments to understand the potential impact of emergencies on the organization and its stakeholders.
- Developing and implementing emergency response and business continuity plans to mitigate the impact of disasters.
- Contributing to the safety and wellbeing of employees during emergencies through training, communication and the establishment of emergency response teams.
- Communicating with stakeholders before, during and after emergencies including providing prompt and accurate information, managing public expectations and addressing concerns in a timely and responsible manner.
- Ongoing review and update of emergency management plans based on industry best practices and lessons learned from drills, exercises and real-world events.
- Conducting after-action reviews and implementing applicable changes in processes as needed.

### Business continuity

We have the responsibility to ensure plans and processes are in place that enable operational continuity in the face of unexpected events or disruptions. Business continuity contributes to Insperity's successful fulfillment of commitments to stakeholders including employees, customers, suppliers, shareholders and the community at large. Key aspects of this program include the following:

- Conducting thorough annual risk assessments to identify potential threats to operations including natural disasters, cyber-attacks, supply chain disruptions and other potentially impactful interruptions.
- Maintaining comprehensive business continuity plans that outline how the organization will respond to and recover from potential disruption, which is not limited to the development of strategies for maintaining essential functions, communication plans and procedures for managing resources and personnel during a crisis.
- Reviewing and revising business continuity plans to incorporate industry best practices and lessons learned and evolving operational threats.
- Emphasizing safe and effective employee crisis response training.
- Communicating with clients and suppliers throughout events to minimize disruption in the effective delivery of products and services.
- Adhering to relevant laws and regulations related to business continuity.
- Communicating openly regarding the organization's preparedness and response capabilities.

### **Corporate security**

Insperty's Corporate Security team specializes in the application of physical security technologies and operational best practices to help ensure the safety of our corporate employees, guests and contractors. The epicenter of our security team operates 24/7, and our security professionals monitor access control, video management, visitor management and video intercom systems at all Insperty locations. In addition, our analysts provide real-time monitoring of natural and manmade disasters as well as facility life safety systems to provide situational awareness to business leaders.

The Corporate Security team also supports our internal Corporate Human Resources and Legal teams with employee relations matters or other special circumstances that have the potential to impact the company's people, assets or reputation. Additionally, the Corporate Security team offers security awareness trainings to all corporate employees.

### **Human rights policy**

Consistent with our values and our Code of Business Conduct and Ethics (our Code), Insperty recognizes the important responsibility we have to respect human rights. Potential violations of our Code require

review by our general counsel or by the Finance, Risk Management and Audit Committee of our board of directors. We maintain an anonymous reporting tool to ensure that our employees have a way to report their concerns.

Insperty's policy is to be a good corporate citizen. Wherever we do business, each of us is required to comply with applicable human rights laws, rules and regulations. This means following the spirit of the law and doing the right, ethical thing even when the law is not specific. To reinforce our commitment, we offer training for our employees on human rights, nondiscrimination and harassment.

Our Code contains a policy on Equal Employment Opportunity and Prohibition Against Harassment, which is further detailed in our Employee Handbook, which our employees acknowledge and can access through our intranet. All employees receive annual training on these policies.

Our commitment to human rights is further exemplified through the services that we provide to our clients. As a leading provider of human resources and business performance solutions, we regularly advise our clients, some of whom are also our suppliers, regarding best practices and compliance with equal employment opportunity and nondiscrimination laws.

# We support and respect human rights as expressed in the Universal Declaration of Human Rights.

To that end, we strive to respect human rights throughout our operations, products and services, including consistent treatment among people, employee wellbeing, and safety and economic and social freedom.

We focus on areas of our business where we have the greatest impact and are committed to:

- Equal opportunity and non-tolerance of discrimination in recruitment, hiring, promotion, training or benefits
- Protection of minority groups' rights and women's rights
- Eliminating human trafficking, slavery, servitude and forced or compulsory labor
- Abolishing child labor
- Non-tolerance of, and vigorous enforcement against, all forms of harassment and abusive behavior
- Respecting the right of our employees to form and to freely join (or not join) legally constituted representative bodies, and working in good faith with them
- Health, safety and security
- Data privacy
- Anti-corruption

# Wellbeing

Insperty's culture of care prioritizes access to resources that support total wellbeing for our employees and their families and address the five pillars of health:

**Financial, Physical, Emotional, Social and Professional.**

## **Paid Parental Leave**

We support families when welcoming a new child by means of childbirth, surrogacy, adoption or foster care placement. Corporate employees are eligible for two types of Paid Parental Leave: six to eight weeks of childbirth recovery leave and six weeks of bonding leave.

**136**

**employees used  
this benefit**

## **Wellness Expo**

This annual event at Insperty's corporate headquarters provided employees with free dental cleanings, biometric screenings, flu shots and more. Employees could also chat with wellness vendors and benefits representatives.

**560**

**employees attended**

**46**

**exhibitors**

## **Educational Assistance Program**

Employees are reimbursed up to \$1,500 total per calendar year for approved:

- Undergraduate or graduate college courses when taken as part of a degree program at an accredited institution.
- Continuing education expenses, including courses taken through a professional association or at an accredited trade, vocational or business school.

**\$141,994**

**distributed on behalf of 248  
employees who used the program**

### **Financial Coaching**

Employees can access confidential money coaching, educational resources and a secure digital platform with self-help tools to reach short-term and long-term financial goals.

### **Adoption Assistance Program**

Employees are reimbursed up to \$5,000 for qualified expenses associated with the adoption of an eligible child through a private adoption or a licensed adoption agency.

### **Cariloop Caregiver Support Program**

Employees who care for children, elderly parents or disabled or ill family members or friends can receive free virtual assistance.

**12,191**

hours saved by  
Insperity employees by  
using this service

**167**

Cariloop cases

### **Empathy.com**

This app-based platform provides grief support resources and assistance to simplify the complex legal and administrative tasks that take place after the loss of a loved one.

### **Calm app**

This app provides tools, exercises and quick courses to help employees relieve stress and anxiety, sleep better and live more mindfully.

### **Resource visits**

Resources are available to our corporate employees and our client company employees through our Insperity Premier™ platform.

**49,658**

resource visits to the  
Employee Assistance  
Program (EAP) that  
provided 17,763 free  
counseling sessions

**337,221**

visits to our wellbeing site



# Total Rewards Strategy

We invest in our employees by supporting them and their families for years to come. One way we do this is by rewarding performance and offering competitive compensation alongside an extensive suite of benefits\*. In turn, we take pride in seeing our employees achieve their work and life goals.

*\*Some components based on roles and tenure.*

## Rewards & recognition

- Competitive salary
- Employee and volunteer recognition and rewards
- Employee referral bonus program
- Employee stock purchase plan
- Long-term incentive stock program
- Performance-based incentives
- 401(k) with company match

## Professional growth & development

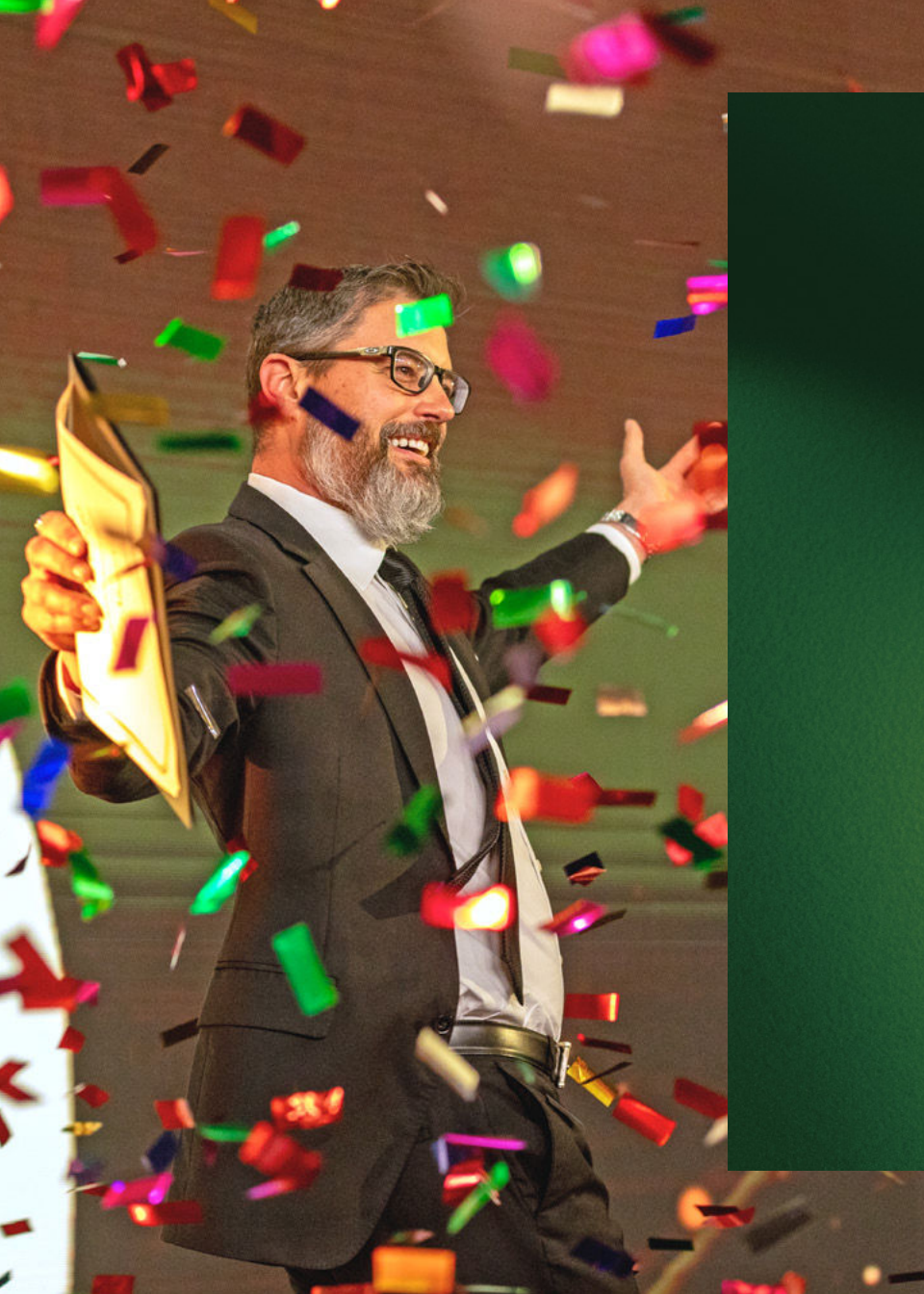
- Board service training
- Bonus for completing approved certifications
- Cross-functional collaboration initiatives
- Early talent programs
- Education reimbursement
- Internship tracks

- Leadership development
- Mentoring
- Professional development
- Skill-building
- Skills-based volunteering
- Training

## Health & wellbeing

- Adoption assistance
- Caregiver support
- Employee benevolence fund
- Emotional health support
- Fertility benefits
- Flexible work
- Hardship compensation from PTO sharing bank
- Insurance
  - + Medical
  - + Health Savings Account (HSA)

- + Dental
- + Vision
- + Life and AD&D
- + Short- and long-term disability
- Leave
  - + Family and medical
  - + Military
  - + Military caregiver
  - + Paid parental
  - + Bereavement
  - + Jury duty and Witness
- Paid time off
  - + Eligibility begins on the first day of employment for full-time Insperity corporate employees
  - + 12 hours of volunteer paid time off per quarter
  - + 9 paid company holidays



# Employee recognition

When employees achieve great things in alignment with our mission, vision and values, we honor them through companywide, departmental and peer recognition.

### **MVP – Mission. Values. Performance.**

116 employees, nominated by peers, were recognized through the MVP program to commend exceptional performance and philanthropic work.

### **Department-level recognition**

Leaders across the company regularly acknowledge employees who take initiative and embody Insperity's values. By recognizing employees through gift cards, team-building events, special luncheons and more, we remain committed to the collective pursuit of excellence.

### **Sales awards**

Our Business Performance Advisors, who make up a large portion of our sales teams, are trusted members of their communities. We celebrate the success of our sales force through performance awards and competitive recognition programs.



Sales awards  
at a glance

**36**

award categories

**368**

awards distributed

**33%**

of our sales force  
received an award

# Professional growth & development

Professional development embodies our commitment to our people and builds the foundation for long-term employment.

## **Insperity Learning Portal**

From self-paced resources to virtual classes and in-person sessions, we empower employees and leaders to boost their skills by taking advantage of the many professional development opportunities available in our learning portal.



**100%** of employees used the portal

**4,925** content titles accessed

**46,948** course completions



### **Employee onboarding**

We believe in an extraordinary onboarding experience. Our blended learning approach ensures that new employees intentionally receive information and resources at the right time in their employee journey. Supervisors also have access to customizable templates and guidance to individualize the experience for their new hires.

A total of 306 employees participated in Introduction to Insperity, or i2i, to learn about the business, meet executive leadership, participate in volunteer activities and build meaningful peer connections. There are two components to this program: Onboard, which includes online learnings, and iNSpire, which includes an immersive two-day event at our corporate headquarters.

**[iNSpire will] help you make lifelong connections with your colleagues and your company. You'll leave feeling like you really understand the commitment you're making to Insperity by accepting a job here – but also like you can trust in the commitment they're making to you in return."**

Insperity employee and iNSpire participant

# Leadership development

At Insperity, we strive to help leaders reach their fullest potential. Our competency-based approach to training and development programs is designed to support employees at every stage of their leadership journey and equip both aspiring leaders and seasoned managers with the skills and tools they need to thrive.



### Leader2Leader

This quarterly virtual session for director, manager and supervisor groups offers peer-to-peer learning, develops a common language, shares information and provides calls to action with cascading messages from senior leadership.

**607**

leaders  
participated

### LEAD

This program is designed to enhance Insperity's service team leader performance in four key areas: hybrid productivity, organizational stability, leading through challenge and driving change.

**92**

employees  
participated

**98%**

participant  
satisfaction rate

### iLEADr

New Insperity leaders – whether new to the company or new to a leadership position – engage in workshop discussions, activities and networking events to share resources, encourage peer collaboration and promote alignment to Insperity's values and strategic direction.

**53**

new leaders  
attended

**94%**

agreed that the program  
was valuable for their  
growth as a leader

**“It was the highlight of my year. It truly lit a fire within me again as I’m back in a leadership role after several years as an individual contributor.”**

Insperity employee and iLEADr participant

# Leadership Academy

This program prepares individuals for a first-level leadership role, increasing their effectiveness with topics such as servant leadership, communication, collaboration, and performance and change management.

**85%** of graduates since this program's beginning have been promoted to leadership roles or positions of influence



**Leadership Academy has been instrumental in my growth as a future successful leader. The program's emphasis on real-world applications and continuous feedback allows me to implement new strategies confidently and see immediate improvements in my leadership capabilities."**

Insperity employee and  
Leadership Academy graduate



### **Leader competency workshop**

A total of 153 managers and directors participated in workshops for strategic planning and agile leadership that focus on developing five key leader competencies: building strategic relationships, establishing vision and direction, leading change, creating and executing plans, and developing people.

### **Mentoring**

This program facilitates strategic, trusted relationship-building that provides an opportunity for both mentors and mentees to learn, share and grow together. We provide self-directed resources for mentors and mentees to support these strategic relationships.

### **Talking Talent**

This confidential, coach-led initiative helps leaders identify the skills and competencies of their individual team members and how each impacts the strategy and performance of the team and contributes to business success.



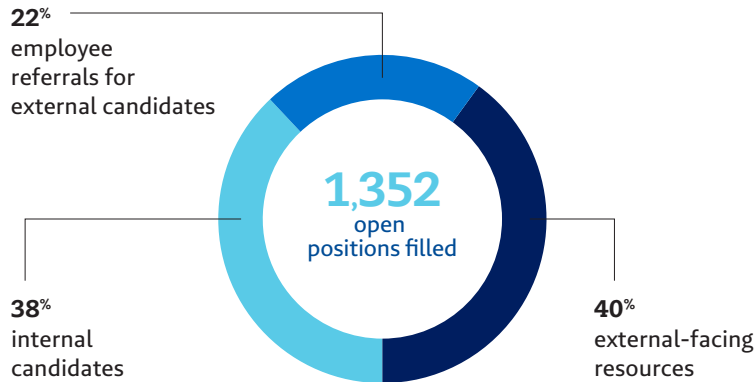
# Sales training

Our sales team is the engine that drives Insperity's growth, and we want to empower them to improve the degree, likelihood and speed of a business' success. The Sales Performance Improvement team creates and executes world-class training that combines research-based best practices from the field with proven learning and development strategies.

**384** sales employees  
attended training

# Career mobility

Career advancement at Insperity is important to our company and our employees. We support employee growth potential by filling about one-third of open positions with internal candidates and prioritize promoting employees from within the company.





# Investing in early talent

Embracing early talent – high school or college student interns or employees with three or fewer years of professional experience – is crucial to Insperity's success. We embrace the leaders of tomorrow by providing opportunities for growth through internship programs.

### High school internships

We offer internships for high school students through our 11-year partnership with Genesys Works, a nonprofit providing career pathways for youth in under-resourced communities. This represents an investment in youth workforce development that is estimated to return almost \$2 million to our communities, which is measured by intern payroll amounts in addition to the long-term value of wrap-around services such as skills training, ongoing professional development and post-secondary advising.

**96** total students have benefited from this partnership

The 2024-25 academic year program included:

**27**  
high school  
student interns

**35**  
Insperity  
supervisors

**6**  
office locations

**10**  
business units

### College internships

We offered rotational or role-specific internships for 53 total college students representing 29 universities. In total, 189 Insperity employees, representing nine different departments, volunteered to be mentors or program facilitators.

The internship program is part of Insperity's overall recruiting strategy. We focus on hiring and retaining early talent employees.

Our interns are

**100%**  
of eligible interns  
became employees,  
compared to the  
national average  
of 53%\*

**98%**  
of interns who  
accepted full-time  
positions with  
Insperity remained  
employees at their  
one-year anniversary

*\*Source: National Association of Colleges and Employers*

**This internship solidified the fact that Insperity is exactly the type of company I look forward to being employed by, and I will be able to look back on this experience as genuinely life-changing!”**

Insperity employee and former intern

## **Our rotational interns complete several projects during their time with us.**

### **Capstone Project**

Interns worked on real-world business challenges based on Insperity’s goals so they could apply their learnings through hands-on experience. After cross-departmental collaboration, they presented their findings and solutions to senior leaders and other stakeholders. This gave them a chance to conclude their intern experience with a meaningful contribution to our company.

### **Sustainability Challenge**

The cohort completed a 21-day challenge to reduce carbon pollution through friendly competition. Over the course of the challenge, they completed 1,111 sustainable actions which reduced 3,331 pounds of EPA-verified pollution.

### **Charity Miles**

To stay active while supporting charitable causes, the intern cohort set a team goal to walk nearly 4,000 collective miles. Each mile tracked on the Charity Miles app earned a donation to Habitat for Humanity, their charity of choice, and fostered a sense of community and social responsibility.



# Scholarships

We are proud to sponsor merit-based college scholarships for eligible children of our employees and client company employees through the National Merit Scholarship Program.

This year, we awarded four new scholarships of \$1,000 each for up to four years, bringing our current annual investment to \$16,000 supporting 16 total scholarships (new and existing). The Insperity Scholarship Program was established in 2002.

To date, we've honored 83 students with four-year renewable awards for full-time undergraduate study.



# Community

We are dedicated  
to seeing our  
communities thrive.

# Our philanthropy philosophy

Investing in the communities where we live and work is foundational to our mission at Insperity, so we look for opportunities to go beyond ourselves to impact the lives of those around us. Our giving strategy is threefold:

## **Employee support**

If it matters to our employees, it matters to us. We give our employees volunteer paid time off, company matching for eligible donations, nonprofit board service support and more so they can be philanthropic solutions in their communities.

## **Client support**

We support charitable nonprofit clients through volunteer events, awareness campaigns and client spotlights. These organizations can also request support through grants and event sponsorships.

## **Future workforce support**

We seek out partnerships to advance nonprofit efforts and positively impact our business strategy. This includes providing opportunities for early talent individuals who are entering the workforce, those in underserved communities desiring secure employment and those transitioning back into the workforce after disruptions.

# Community involvement

We encourage our employees to make an impact by pursuing their charitable passions as volunteers and leaders in their communities.



## Total philanthropic investment

Insperty's philanthropic activity totaled over \$5.5 million. This includes:

- **\$3,400,902 – charitable monetary contributions**, such as grants and matching gifts
- **\$2,118,263 – philanthropic action** based on the value of volunteerism, calculated by multiplying volunteer hours by the average hourly wage

# President's Volunteer Service Award

Insperty is a certifying organization for this award founded by the President's Council on Service and Civic Participation. We recognize employees who go above and beyond to serve and positively affect their local communities. In total, 72 Insperty volunteers were awarded for 13,664 total hours of service. They each received a certificate, letter signed by the President of the United States and pin reflecting their status level.

## Gold

**500+ volunteer hours**  
1 employee

## Silver

**250-499 volunteer hours**  
13 employees

## Bronze

**100-249 volunteer hours**  
58 employees



## National Volunteer Month

Insperty's celebration of volunteer contributions took our philanthropic impact to the next level during the month of April, when we facilitated 730 planned employee volunteer activities.

**95%**  
of Insperty  
locations participated

**1,769**  
employees participated

**304**  
nonprofits benefited

**9,936**  
volunteer hours recorded

## Board Service Grant Program

Employees are provided with board service training and encouraged to seek nonprofit board service that aligns with their values and Insperty's values. This program provides a \$1,000 grant to the charitable organizations where corporate employees demonstrate servant leadership as board members, therefore making a greater financial contribution to our communities.

**70**  
employees  
participated

# Volunteerism

70% of our employees reported volunteering in their local communities. The numbers tell the story.

**3,901**

corporate employees participated in

**1,320**

volunteer events

**43,030**

volunteer hours recorded by corporate employees at Insperity's **100+** locations



To learn more about our Corporate Citizenship efforts and programs, please visit [insperity.com/corporate-citizenship](https://insperity.com/corporate-citizenship)



## Volunteer Council

To support philanthropy across the nation, 114 employees work to coordinate local community volunteerism efforts as part of their job responsibilities.

## Volunteer PTO

In addition to regular paid time off, we offer employees 12 hours of quarterly paid volunteer time off to use at the charitable organizations of their choice.

### Insperty Invitational

For more than 20 years, Insperty has been the title sponsor of this PGA TOUR Champions event in The Woodlands, Texas, that gathers dozens of the best golf professionals ages 50 and older. Charitable donations from this event are in excess of \$22 million since the event's inception in 2004, and nearly 1,000 volunteers make this event a success.



**At Insperty, we help companies take care of their people. This event is likewise committed to a tradition of excellence and making a positive community impact for years to come. That's what makes this partnership truly special. I'm humbled that Insperty gets to be part of such a remarkable event that benefits the community."**

**Paul Sarvadi**  
Chairman and CEO  
Insperty



# Enhancing the environment

## Environmental policy

Our headquarters are located in an area of greater Houston known as the “Livable Forest.” We recognize the importance of the environment and seek to preserve it. Insperity is committed to conducting business in an environmentally responsible manner, which includes understanding and managing our environmental impacts and risks and improving our enterprisewide environmental footprint. To date, we have implemented various programs

and initiatives to reduce our environmental impact and plan to continue to implement environmentally responsible business practices across all Insperity operations. As we further assess our enterprisewide environmental footprint, we are coordinating with multiple leasing partners and vendors to better understand our energy use, waste management and business travel.

# Environmental initiatives

## Volunteer projects

Every year, our employees engage in multiple clean-up and restoration projects to enhance the neighborhoods we call home. Our volunteers clean up trash in urban and nature areas, plant trees or donate money to plant trees, collect plastic bags to recycle and more.

Insperity  
employees  
participated in:

**49**

planned activities to improve  
the environment with

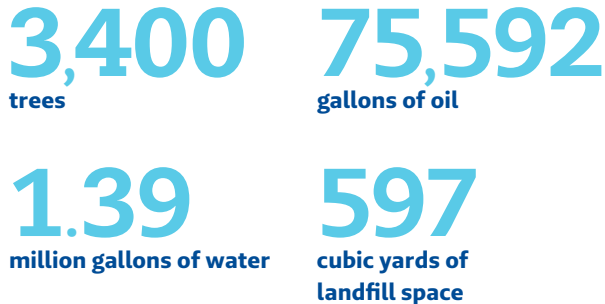
**24**

charitable organizations  
across the country

### Paper conservation

As part of our ongoing efforts to manage our environmental impacts, we encourage employees to opt out of receiving paper paychecks. Nearly 100% of our corporate employees chose to receive electronic pay stubs.

We seek to minimize our paper waste as part of a widespread paper recycling program. We recycled 397,855 pounds of paper through our conservation efforts. Our recycling efforts are the equivalent of saving:



We reduced the client payroll cover page report, which prints at the beginning of each payroll, to a one-page summary. This has saved several hundreds of pages of paper for clients of all sizes and reduced our yearly paper usage by 1.5 million sheets, saved 134 trees and reduced our operating cost by \$40,000 per year.

### Water conservation

The majority of Insperity locations have converted to an energy efficient water and ice dispenser system, reducing plastic waste, environmental pollution, carbon emissions and water costs by an average of about 50%.

### Technology recycling

Our electronic waste management program prioritizes reusing and recycling equipment such as laptops and monitors once they reach the end of the internal life cycle. We partnered with GreenTek Solutions LLC to assist Insperity and Insperity employees in responsibly disposing of outdated or unused electronic equipment, therefore reducing waste and affirming our commitment to responsible technology waste management. Through this partnership, Insperity recycled 50,072 pounds of technology and Insperity employees recycled 4,879 pounds of their personal technology.

### Battery recycling

All buildings at Insperity's corporate headquarters have battery recycling bins in an effort to reduce hazardous waste. The batteries placed in the recycling bins are sent to the waste recycling center for centralized treatment.

### Resource usage

At our corporate headquarters we used:

**8.48**

million kilowatt-hours of  
total energy (electricity only)

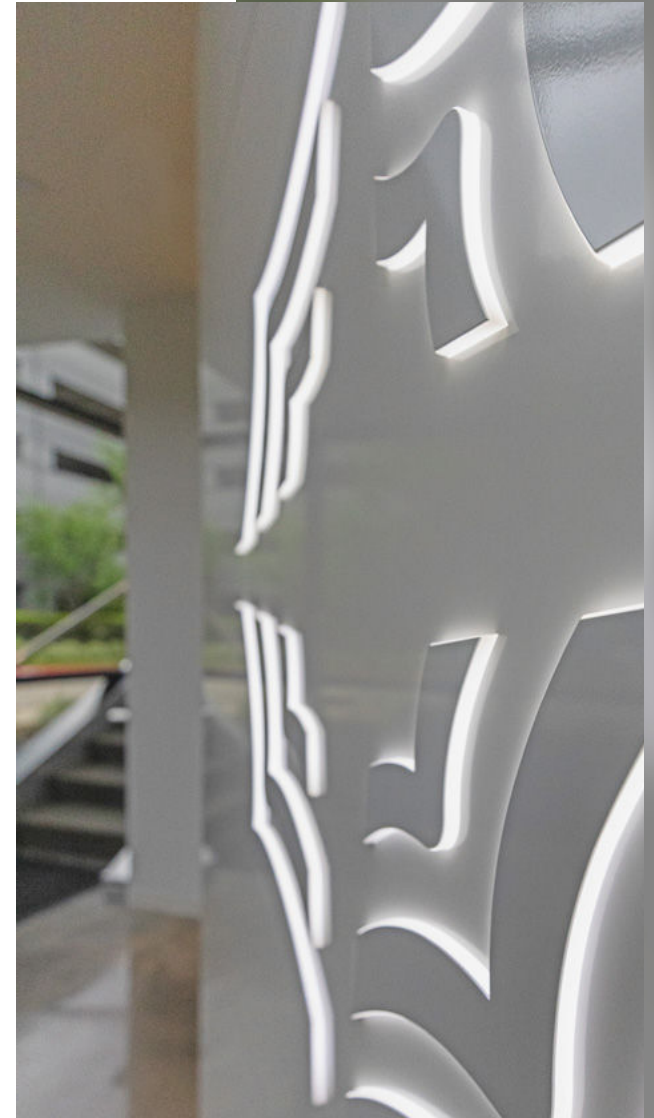
**19.4**

million gallons  
of total water

### Green buildings

We prioritize energy efficient, healthy buildings for our employees and community. An example of such an initiative is our Leadership in Energy and Environmental Design (LEED) certified 100,000-square-foot office facility at our corporate headquarters. The LEED certification means the workplace is internationally recognized as healthy, highly efficient, cost effective and green.

Additionally, Insperty seeks to occupy Class A office space. This practice enables us to conduct business from facilities that prioritize energy efficiency, positive environmental impacts and create internal spaces that enhance wellbeing. Examples include recycling efforts, high efficiency lighting and green spaces.



# Environmental impact

## **Energy efficiency**

We strive to manage and reduce our energy consumption at a facilities level and identify and purchase energy efficient technology.

## **Use of materials**

Based on the nature of our work, our business operations do not require the use of, and Insperty does not generate, any hazardous materials, and we do not manufacture products. However, we do consume office supplies and equipment at the offices we operate throughout the United States, including our corporate headquarters.

## **Reporting**

Through our reporting initiatives, we seek to increase transparency about our environmental footprint to improve our environmental performance and further meet stakeholders' expectations for disclosure.

## **Energy consumption and carbon emissions**

We operated out of 96 facilities across the country comprised of commercial office space and data centers. These facilities require energy to power the facilities and office equipment within each location, as well as associated emissions.



### **Climate impact**

Headquartered along the Texas Gulf Coast, and with offices around the U.S. that have faced floods, blizzards and other natural disasters, we are keenly aware of the risks that weather-related conditions can pose to a business. Because we provide mission-critical services to our clients, we have a robust business continuity plan that allows our operations to continue when some of our colleagues are battling the forces of nature.

We also serve a number of clients that are focused on addressing environmental and climate-related issues. From electric vehicle manufacturers and companies that provide environmentally sensitive packaging by using renewable and recycled materials to organizations addressing food insecurity, we are proud to provide our services to these companies as they seek to make a difference in the world. As more businesses are formed to tackle these types of challenges, as with other new industries, we believe that we will have numerous opportunities to assist them.

### **Environmental risks and priorities**

Insperty provides an array of human resources and business solutions designed to help improve business performance.

As a professional services company, we continue to identify, understand and manage environmental risks and opportunities that impact our business and inform our corporate social responsibility strategy. Although the environmental footprint of our products and services, facilities and supply chain are relatively small, we recognize the importance to our communities of understanding and managing the impact that our business and operations have on the environment.

### **Environmental responsibility**

Environmental commitments, programs and initiatives are generally reviewed and revised by the Corporate Facilities department on a regular basis, and the department has day-to-day responsibility for implementation. This department provides reports to our CFO, and our Finance, Risk Management and Audit Committee of our board of directors oversees risks relating to environmental matters.

# Clients

We make great things happen for our clients and our communities.

## Our goal is to...

### **Support**

Offer clients the ideal blend of service and technology and then follow through with a breadth and depth of service and a level of care that is unmatched in our industry.

### **Partner**

Build a trusted partnership based on our commitment to service and backed by our experience, strength and stability as an industry pioneer and leader.

### **Grow**

Lighten our clients' administrative load, increase their productivity and help them manage HR-related risks so they can focus on growing their business.

#### Insperty offices

Insperty is a national PEO with a local footprint. Coast to coast, our 100+ sales offices provide personalized service. We work with our clients to meet their needs – wherever they are.





## Community Heroes

This program recognizes for-profit and nonprofit clients that make a profound impact by sharing in our mission of helping communities prosper. These companies rise above the rest in entrepreneurship, innovation, job and community creation, missional impact and collaboration.

Inspirety's annual philanthropic impact through this program totaled \$24,500 to support the honoree's nonprofit or charity of their choice.

## This year's honorees

### TIMOTHY HILL RANCH

Mission: Provide a safe haven for at-risk young people and help them restore their lives through a holistic approach that focuses on mind, body and soul.

"As an employment partner of ours, it feels like the best use of that support is for the ongoing vocational support for our youth."

#### **Thaddaeus "Thud" Hill**

Executive Director  
Timothy Hill Ranch

### THE SHEPHERD HOTEL

Mission: Positively impact the lives of others.

"Insperity has played a big role in our fast path to success. Its systems and processes are so well-developed that they have made it easy for us to stay focused on our purpose."

#### **Rick Hayduk**

Co-founder and CEO  
The Shepherd Hotel

### ACRES OF DIAMONDS

Mission: Creating lasting change for homeless moms and kids through a caring community.

"Our mission isn't possible without folks like Insperity who understand what we're doing, believe in what we're doing, and want to come alongside us and support us in what we're doing."

#### **Jackie Siochi**

Senior Director of Programs  
Acres of Diamonds

### EVERTRAK

Mission: Make the strongest, most innovative railroad ties in the industry. Our efforts spark greatness in others, helping railroad professionals across the U.S. achieve their business goals and move toward a more sustainable tomorrow.

"Our challenges are unique, and Insperity has been there to help us. Insperity is a teammate, where we have each other's back and we fight for each other's success. Insperity is real help, not just a help desk."

#### **Tim Noonan**

Founder and CEO  
Evertrak

# Championing client success

## **Inc. 5000**

We are proud to be a small part of our clients' success stories. For the third year in a row, Insperity was named an Inc. Power Partner – this award honors B2B organizations across the globe with proven track records of supporting entrepreneurs and helping startups grow.

To that end, 152 Insperity clients made this year's Inc. 5000 list of fastest-growing privately held companies in the U.S. As a Gold Sponsor of the annual Inc. 5000 Conference & Gala, Insperity had a front-row seat to celebrate our clients' achievements to give witness to how our services contribute to their growth.

## **Nonprofit clients**

We assist more than 1,245 nonprofit clients with their HR functions. By alleviating their HR burdens, we enable these organizations to devote more of their time and resources to causes that benefit our communities.

## **Middle Market Client Milestone Anniversary Program**

We recognized 47 midsize business clients (those with 150-750 employees) for choosing Insperity by celebrating their major client tenure milestones. This included a monetary donation, based on client tenure, to the approved charity of the client's choice. In total, we distributed \$122,500 to charity through this program.



# Protecting our clients

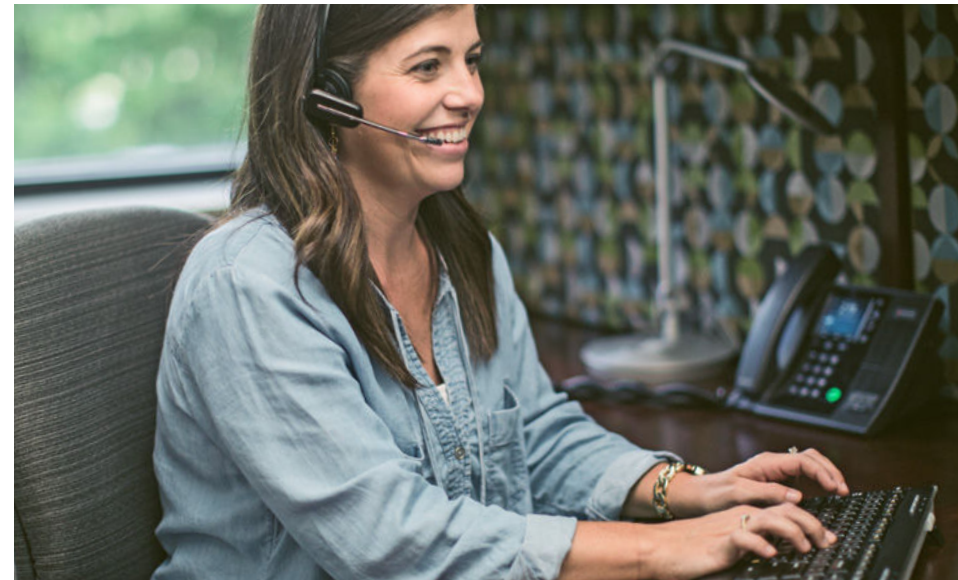
## Data privacy and security

Our clients trust us with their most valuable asset: their people. As a premier provider of human resources services, our business is fueled by our ability to protect the data entrusted to us by our clients.

The volatile nature of today's digital environment requires us to be vigilant in protecting our data so clients can continue to operate without disruption. We comply with recognized frameworks for information security and privacy applicable to the markets we serve.

Insperty routinely reviews our information security and information privacy practices to help ensure we take the necessary steps to meet our business requirements and client expectations.

By employing stringent information security and privacy protocols, Insperty is a trusted partner for our clients. Reference our website for our [Technology Security Statement](#), which provides an overview of the information security and contingency planning infrastructure in place at Insperty, and [Data Privacy Statement](#), which outlines our approach for implementing the seven principles of Privacy by Design, describing how we steward data entrusted to us.



# Workplace safety

Inspurity supports clients in their provision of a safe work environment.

A safe workplace allows for a productive workplace. That's why Inspurity's dedicated Safety Services team provides on-demand safety training resources to serve clients. Without Inspurity, many of our small business clients would not have access to this level of safety services.

## 52,483

Inspurity client employees used our self-paced and instructor-led safety training courses

## 75

safety training courses and videos were used by managers and supervisors

## 203

Inspurity client employees participated in OSHA safety outreach training

## 1,730

online safety courses offered



# Content index

The CSR Report content index is a tool to help stakeholders better access Insperity’s environmental, social and governance information.

Statement of use	Insperity has reported the information cited in this GRI content index for the period from Jan. 1, 2024 to Dec. 31, 2024 with reference to the GRI Standards.
GRI1 used	GRI 1: Foundation 2021

## GENERAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Name of the organization	2-1-a	Insperity, Inc.
Legal form of the organization	2-1-b	<a href="#">Annual Report</a>
Location of headquarters	2-1-c	19001 Crescent Springs Dr., Kingwood, Texas 77339-3802
Location of operations	2-1-d	As of Dec. 31, 2024, we operated out of approximately 96 facilities across the United States comprised of commercial office space and data centers.
Reporting period	2-3-a	Jan. 1, 2024 – Dec. 31, 2024
Reporting frequency	2-3-a	Annually
Financial reporting period	2-3-b	The financial reporting period aligns with the CSR reporting period.
Date of most recent report	2-3-c	April 28, 2025

## GENERAL DISCLOSURES (continued)

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Activities	2-6	We provide an array of human resources (HR) and business solutions designed to help improve business performance. Our most comprehensive HR services offerings are provided through our Workforce Optimization® and Workforce Synchronization™ solutions, which encompass a broad range of human resources functions, including payroll and employment administration, employee benefits, workers' compensation, government compliance, performance management and training and development services, along with our cloud-based human capital management platform, our Insperity Premier™ platform. Additional information can be found in the <a href="#">Annual Report</a> .
Total number of employees	2-7-a	As of Dec. 31, 2024, we had approximately 4,500 corporate employees.
Employees by region	2-7-a	All employees are in the North American region.
Full-time and part-time employees by gender	2-7-b	CSR Report p. 7
Methodology	2-7-c	Numbers are reported by head count at the end of the reporting period.
Statement on sustainable development strategy	2-22	CSR Report p. 5
Business Conduct	2-23-a	<a href="#">Code of Conduct</a>
Human Rights	2-23-b	CSR report p. 18-19
Membership associations	2-28	NAPEO

## GOVERNANCE DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPIRITY RESPONSE, PAGE OR LINK
Governance Structure and composition	2-9	<a href="#">Annual Report</a>
Nomination and selection of the highest governance body	2-10	<a href="#">Annual Report</a>
Chair of the highest governance body	2-11	<a href="#">Annual Report</a>
Highest governance body's role in overseeing the management of impact	2-12	<a href="#">Annual Report</a>
Delegation of responsibility for managing impacts	2-13	<a href="#">Annual Report</a>
Highest governance body's role in sustainability reporting	2-14	The Senior Vice President of Corporate Human Resources reviews and approves the CSR Report. The CSR strategy committee manages the report's creation, review and approval process, overseeing internal controls to strengthen the integrity and credibility of the report.
Conflicts of Interest	2-15	<a href="#">Code of Conduct</a>
Communication of critical concerns	2-16	<a href="#">Proxy Statement</a>
Remuneration policies	2-19	<a href="#">Proxy Statement</a>
Process for determining remuneration	2-20	<a href="#">Proxy Statement</a>

## ENVIRONMENTAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Recycled input materials used	301-2	CSR Report: p. 44-49
Energy consumption within the organization	302-1	CSR Report: p. 44-49
Water consumption	303-5	CSR Report: p. 44-49

## SOCIAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Communication and training about anti-corruption policies and procedures	205-2	All employees review and certify they understand and agree to the Code, including anti-corruption policies and procedures, on an annual basis. As further outlined in the Code, each employee is expected to promptly report any suspected or actual violations of the Code, any applicable law, rule or regulation, our contractual undertakings or any other unethical behavior to their immediate manager, their management team member, the general counsel, the finance, risk management and audit committee, or to Ethicspoint. Additional information can be found in the <a href="#">Code of Conduct</a> .
Occupational health and safety	403	CSR Report: p. 16; p. 57
Training and education	404	CSR Report: p. 26-36; p. 57
Operations with local community engagement, impact assessments and development programs	413-1	CSR Report: p. 38-43
Political contributions	415	<a href="#">Code of Conduct</a> - Public Service
Substantiated complaints regarding breaches of customer privacy and losses of customer data	418	<a href="#">Privacy Policy</a>



**I am totally confident in  
where we are going because  
of our people and how we get  
things done.”**

**Steve Arizpe**  
President and Chief Operating Officer  
Insperity



