



► **BLACKBAUD**

Corporate Overview

blackbaud[™]
your passion > our purpose

► WHO IS BLACKBAUD?

The leading provider of software and services to the nonprofit community

Thirty years of focus on nonprofits



Quick Facts

- Founded 1981
- **26,000** Nonprofit Customers
- Serving **60** Countries
- **96%** Customer Renewal
- **2300** Employees
- **9** Global Offices
- **\$370.9M** – 2011 Revenue

► Serving Every Sector of the Nonprofit Industry

Arts & Cultural

Higher Education

Healthcare

Human Services

K-12 Schools

Faith-Based

Environmental

Animal Welfare



► HOW WE HELP

Our offerings help nonprofits improve operational efficiency, build strong relationships, and raise more money to support their missions.

Constituent Relationship Management

Fundraising & Analytics

Interactive

Financial Management

Direct Marketing

Application Hosting

Education Administration

Ticketing

Professional Services

► OUR PURPOSE

Blackbaud powers the business of philanthropy from fundraising to outcomes.

► OUR VALUES

Our people make us great

Customers are at the heart of everything we do

We must be good stewards of our resources

Innovation drives success

Our actions are guided by honesty and integrity

Service to others makes the world a better place

► CORPORATE CITIZENSHIP



Philanthropy is infused in the very fabric of Blackbaud and we put this value into action.

- Community grants
- Employee volunteer impact grants
- Employee-led initiatives
- Programs promoting volunteerism



The philosophy of giving back:

- 90% of employees have volunteered in the past year, totaling almost 100,000 hours or between \$2.1 - \$2.3M in service.



Our culture:

- 85% of Blackbaud employees said that our focus on nonprofits was a key factor in their decision to join the company.



► OUR DEMOGRAPHICS

- 2161 US-based employees, operating in 48 states
- 6 Primary US Locations:
 - Alexandria, VA
 - Cambridge, MA
 - Charleston, SC
 - Indianapolis, IN
 - Miami Beach, FL
 - San Diego, CA
- 47% female
- 53% male
- Average age of 35
- Average income of \$79,000

► OUR WELLNESS EFFORTS

Blackbaud strives to promote wellness as a centralized theme in our culture. We provide extended wellness and fitness related benefits to all of our employees Including:

- Integrated wellness visits covered at 100% for all participants – including full annual physicals (exam, labs, tests, X-rays), well woman visits, well child visits and all immunizations
- Preventative programs for smoking cessation, weight management, stress management, back care and cholesterol management
- On-site fitness centers and gym subsidies for remote employees, with physical fitness classes available on-site
- On-site cafeteria provides healthy “Your Health, Your Way” dining alternatives, and all vending machines must stock a minimum of 40% healthy alternatives
- Blackbaud promotes healthy team oriented challenges for walking, weight loss and general fitness
- On-site wellness fairs with free glucose, hearing, BMI and blood pressure tests
- Free on-site flu shot clinics and shot vouchers for remote employees



► OUR BENEFITS PROGRAMS

In an effort to promote the health and well being of our employees, Blackbaud offers a competitive benefits program as a piece of our total rewards program. Our program includes:

- Consumer-driven HDHP and HRA healthcare plans
- Health Savings and Flexible Spending Accounts (HCFSA),
- Dental Insurance
- Vision Insurance
- Short & Long Term Disability Income Insurance
- Group Life/AD&D Insurance and Employee/Dependent Voluntary Life
- 401(k) Retirement Savings Plan
- Employee Assistance Plan
- Adoption Assistance Plan
- Tuition Reimbursement Plan
- 529 College Savings Plan
- Computer Subsidy Plan
- Paid Time Off (Holiday, Vacation, Sick Leave)
- Personal Leave of Absence
- Volunteer for Vacation
- Microsoft Home Use Software Program
- Corporate Memberships for Employee Access to Local Attractions and Cultural Events