



COMMUNITY IMPACT REPORT

LYNX INVESTMENT ADVISORY

*1100 Connecticut Ave NW, Suite 300,
Washington, DC 20036, United States*

LYNX-EYED

adjective\lin(k)s-īd

1. sharp-sighted

2. keen of vision

ABOUT LYNX

We are pleased to share with you Lynx Investment Advisory's *Community Impact Report*, offering a glimpse of who we are and the values that we practice.

At Lynx, we strive to provide the highest standard of investment advisory services while maintaining our fiduciary duty to our clients. In order to achieve that ideal, we hire the most talented people and treat them like family. It is a matter of pride that the Lynx senior team has been together for over 14 years.

The diversity of Lynx's employees--in race, gender and geographic location--is not just a goal, but a source of competitiveness, bringing a broad array of viewpoints and experiences that improves the advice we give to our clients.

Lynx's commitment is not just to its clients and colleagues, but also to the community in which we live and work. From its founding in 1992, Lynx and its employees have volunteered with and supported local organizations that are engaged in uplifting communities. In our Charity Spotlight, we profile one such organization, Arc of Howard County, which helps people with intellectual and developmental disabilities live a fuller and more meaningful life.

By offering this snapshot of Lynx's culture, we hope to show how sustainability and diversity interact and remain essential to our business and the work we do.



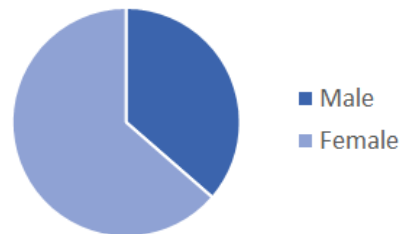
Chairman
Peter J. Tanous



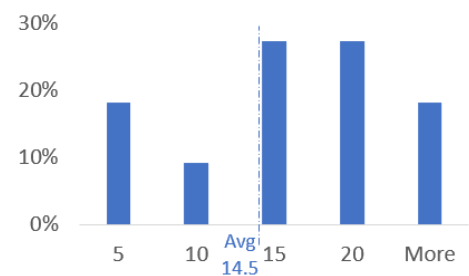
CEO & CIO
Vipin Sahijwani

EMPLOYEE DEMOGRAPHICS

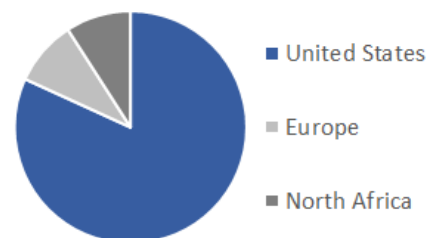
Gender Breakdown



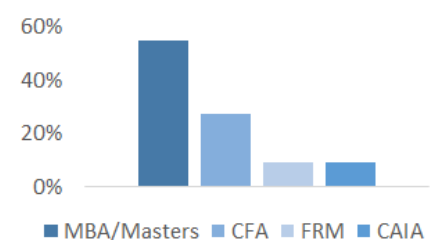
Average years at Lynx



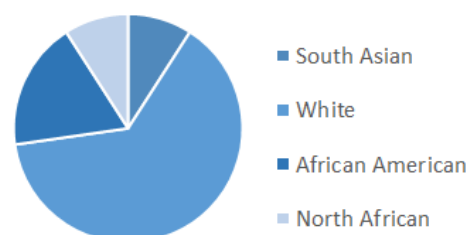
Geography



Professional Designation



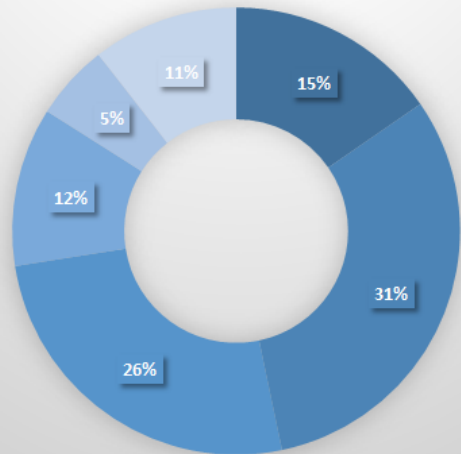
Race



LYNX PHILANTHROPY IN NUMBERS

Contributions by Sector

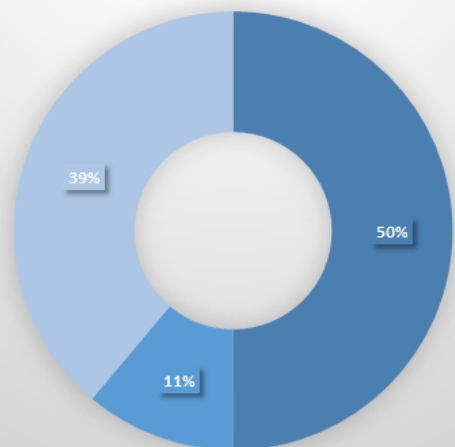
as % of Total



■ Art, Culture & Humanities ■ Community/Societal Benefit ■ Education & Research
■ Healthcare ■ Humanitarian ■ Professional Association

Contributions by Geography

as % of Total



■ Local / State ■ National ■ Global

All data as of December 2020

CHARITY SPOTLIGHT SERIES:

ARC OF HOWARD COUNTY

*Bringing a sense
of pride & accomplishment*

When we think of essential workers, nurses, doctors and first responders immediately come to mind. Few of us, however, think of the employees at organizations like Arc of Howard County, MD. But the work they do—**helping people with intellectual and developmental disabilities to achieve full and meaningful lives**—is just as critical to the safety and well-being in the daily lives of those they serve.

The Arc of Howard County was founded in 1961 by parents and supporters searching for a better way to assist family members with intellectual and developmental disabilities to engage more fully in the community and with their own families and friends.

From that simple beginning, Arc has grown, and today provides different levels of assistance to nearly **300 individuals** in Howard County and their families. These include: partnering with local organizations and businesses to offer a range of community-based activities and experiences; offering individualized assistance to those living independently as well as 24 - hour nursing care to fully dependent individuals, and respite care to family caregivers; and working with individuals to identify and apply for employment opportunities, as well as provide on-the-job coaching and support.

Since 2014, Arc has also partnered with Howard County government and other county

organizations in **Project SEARCH Howard**—an internship program for transitioning high school students with developmental disabilities. During the course of a school year, students participate in three, 10-week internships covering a wide variety of career paths to help them transition to the workplace. Through both classroom and workplace experiences, interns gain training and practical experience that help them become more marketable in their job search and more productive members in the community.

We often forget the powerful impact work has in defining who we are. How often is the first question we ask a new acquaintance “What do you do for a living?” It gives many of us purpose, structure and direction, and allows us to become independent, contributing members of our communities.

Arc and Project SEARCH Howard -- enables those with extra challenges to achieve this in their lives.

During an interview for this profile, Barbara Moyer, Director of Marketing, Communications and Events at Arc said she was “*never so proud*” to work for a non-profit as she has been during this Covid 19 pandemic. “*It is places like The Arc of Howard County who have always been there for people, even before this crisis began, and will continue to be there, long after this crisis has passed.*”

www.archoward.org

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