



Social

"If you want to lift yourself up, lift up someone else."

We create much more than buildings—we create environments where our residents can thrive. These environments are nurtured by our team members and supported by our neighbors, whose well-being and growth we foster every day.

Flamingo Crossings Village
in Orlando, Florida

Team Members

Delivering the best possible student experience doesn't just happen. It takes a company culture built on shared values, a higher purpose and a team of people who truly love what they do. As passionate as we are about helping students succeed, we're just as passionate about creating rewarding careers for our team members.

A Culture of Growth

Our commitment to job training and our promote-from-within approach create a motivating culture with unlimited potential for team members to contribute and grow.



95%

of senior management were promoted from within



33

senior management team members started out as community/resident assistants



18.5%

of ACC employees have been with us for more than five years





Day of Service at Central Texas Food Bank



Corporate social media team

Culture

Our company values revolve around people. Value number one is to *Put students first*. Serving students well requires engaged, passionate team members, so we've created a culture that fosters growth and rewards achievement. We nurture this culture by providing clear paths to success, comprehensive development programs and a work environment that is motivating yet supports well-being.

ACC is proud to be certified by Great Place to Work® for the third year.

The prestigious award is based entirely on how current team members rate their experience working at ACC. This year, 90% of ACC home office team members said it's a great place to work compared to 57% at the average U.S. company.



Survey Responses

- ✓ When you join the company, you are made to feel welcome: 97%
- ✓ I am given the resources and equipment to do my job: 95%
- ✓ People care about each other here: 93%

Culture Committee

Our culture committee is key to fostering our approach to service and team spirit. Our culture committee organizes events such as Employee Appreciation Day, holiday parties, concerts and donation drives to benefit our primary charity partners. Additionally, they spearhead efforts to recognize team members' achievements and milestones such as birthdays, marriages and welcoming new family members.

PEOPLE *spotlight*

Michel Weathers

Vice President, Human Resources

Michel grew up in New Mexico and studied psychology at Texas Tech University to remain close to home while enjoying a big school experience. Her first job out of school was as a parole officer, proving she had the skills to navigate difficult situations. She eventually channeled her desire to make a positive impact into a role in corporate human resources, where she's built a successful career. Her strategic mind and diplomacy have made her a valuable part of the ACC team.

Michel on inclusive culture: This is a company where people seek out and listen to feedback and new ideas. We don't say, "Well, that's the way we've always done it." And that comes from the top—ACC leaders will go around the room and ask to hear from everyone before making a decision.

On diversity, equity and inclusion: Our workforce is reflective of the diverse universities we serve, and we have a promote-from-within approach, so this is a strength for us. To make sure this remains a

strength, our DEI committee has developed custom training to equip us all to have open conversations around gender, race, sexual orientation and ability.

On the changing workforce: Because of our close ties with universities and residents, we are in a better position than other companies to understand the current generation of team members. We know Gen Z wants more work-life balance and more transparent communication. I love that—it continually challenges us to be a better employer.

On training: As we navigate change, training is more important than ever. I'm especially excited about our new Facilities Inside Track program, which provides our facilities team members with mentoring and a structured pipeline to grow their careers.



Diversity, Equity & Inclusion

Universities are places where diverse people and ideas drive innovation, and ACC mirrors this spirit. We are devoted to cultivating diversity, equity and inclusion throughout our company and our communities. Not only is this the right thing to do for our team members and our society, but it also helps us all succeed. Having a diversity of backgrounds and perspectives makes our team more innovative. When hiring, we value work ethic and attitude as much or even more than industry experience. Coupled with our promote-from-within approach through training programs such as Inside Track, this provides more equitable access to career opportunities. And our inclusive culture ensures everyone feels empowered to contribute, knowing their unique voices will be heard and valued.

Diversity, Equity & Inclusion Committee

ACC's Diversity, Equity & Inclusion (DEI) Committee, established in 2020, oversees the execution of our long-term diversity and inclusion goals. We have also engaged a third-party consultant to review the ACC employment program according to DEI criteria, including vision, goals, statement and company demographic breakdown.

DEI Training

The ACC training team finalized a new online DEI training program for all team members, which educates them on the benefits of DEI in the workplace and includes training on unconscious bias, empathy, sensitivity and inclusion. We also developed a targeted training on DEI for managers. This training, which will launch in 2023, scales the DEI training we previously conducted with ACC leadership and executives.



Diverse Representation at ACC

We are proud that our ACC team represents the diversity of the residents and communities we serve. We are committed to continuing meaningful work to achieve comprehensive representation at all levels of our organization and our industry.

WOMEN

50%

All team members

63%

General/area managers

39%

Senior-level positions (VP & above)

PEOPLE OF COLOR

54%

All team members

47%

General/area managers

15%

Senior-level positions (VP & above)

Contractor & Workforce Diversity

Our commitment to diversity and inclusion extends to our relationships with partners, professionals and contractors. Partnering with diverse businesses brings innovation to our projects and benefits both individuals and local economies in the communities where we operate.

ACC has a business development outreach program to broaden our network of underutilized small businesses for development projects. We've developed a directory of our operating contractors, and in early 2023, we will conduct a full assessment of our relationships and spending with businesses in the following categories. This will enable us to better track, expand and report on our work with diverse suppliers.

- Minority Business Enterprises (MBE)
- Women Business Enterprises (WBE) or Female Business Enterprises (FBE)
- Disadvantaged Business Enterprises (DBE)
- Veteran Business Enterprises (VBE)
- Service-Disabled Veterans Business Enterprises (SDVBE)
- Persons with Disabilities Business Enterprises (PDBE)

Talent Recruitment

We're passionate about creating rewarding careers for ACC team members. We're committed to providing positive candidate experience, onboarding and job training.

Career Fairs

Our career fairs allow properties that have multiple positions open within the market to hold interviews over designated days, with the goal of initiating same-day offers.

Each season, our employee development team travels to universities to connect with students and build employer brand awareness for ACC. We also participate in virtual career fairs that enable us to connect with

students and alumni across the country. These events maximize our reach while minimizing our travel expense and environmental impact.

LEAD: Internal Recruitment Program

Our LEAD (Lead-Equip-Advance-Develop) Program helps ACC's graduating community/resident assistants transition into their careers by experiencing a range of full-time opportunities at our communities nationwide.

During the summer after graduation, LEAD specialists gain first-hand experience in guerrilla marketing, Salesforce administration, leasing and social media campaigns. Our employee development team partners with LEAD specialists to help them maximize their development experience and secure the right full-time career opportunity. Some participants choose full-time positions with ACC after one assignment; others try three or four assignments to gain a variety of experiences. We had four LEAD specialists in 2022, and 42 have completed the program since it started in 2015.



2022 Recruitment

899
External hires

33
Days average time-to-fill for full-time regular positions

500+
Internal promotions or transfers in 2022

All data specific to full-time team members

PARTNER *spotlight*

Liberty Flooring

When Doug Tunnell was growing up, he spent many weekends ripping out carpet with his father, who was a flooring contractor. Doug didn't know then that this laborious chore would eventually become a lucrative calling.

A family emergency prompted Doug to leave college to temporarily run his dad's business. He then went on to work for a division of Shaw for seven years to gain experience with larger-scale projects. In 2001, he and his business partner purchased Liberty Flooring and have grown it from a small installation company to one of the largest contractors in the Philadelphia area.

Liberty Flooring handles flooring materials sales and installation for large projects. These have included three ACC developments at Drexel University: The Summit at Drexel, Chestnut Square and University Crossings.

"The Summit job really helped establish us with ACC, the general contractor Hunter Robinson and Drexel. This has led to other work with Drexel, both directly through the university and through other contractors," said Doug.

Liberty Flooring is a certified Minority Business Enterprise that is able to employ up to 60 people because of repeat business and referrals throughout the community.

"It's good for everyone to get a chance. We're in a service business, and if we take on a small job and take care of our customer, they'll remember us when a bigger job comes up," said Doug. "Working with MBEs can help build future businesses for generations."

When asked what his dad makes of his success, Doug said, "It's been rewarding for him to watch us grow. Jobs have grown more complex since the 90s, and he says, 'I don't know how you do it all!'"



Liberty Flooring has worked on multiple ACC projects, including the units (above) and amenity spaces (below) at The Summit at University City in Philadelphia.

PEOPLE *spotlight*

Wayne Taylor

Wayne Taylor first met ACC founder and co-founder and former CEO Bill Bayless in 1992 when he was working for another developer. Bill hired him for a maintenance position at ACC and taught Wayne how to “turn” properties and make them ready for move-in when students started the academic year.

Wayne flourished in his role over the next three decades, eventually working his way to become ACC’s Vice President of Projects, a position he retired from in 2022. Wayne’s exceptional leadership and dedication to excellence in facilities has made him a reliable mentor to Bill and countless other team members.

To honor Wayne’s contributions, in 2022 we renamed ACC’s Facilities Department of the Year Award the Wayne Taylor Excellence in Facilities Award. The Village at Science Drive at the University of Central Florida was the first recipient of this renamed award, which is awarded annually to an ACC portfolio community that demonstrates exceptional performance in facilities.



“We care about maintaining what our stakeholders have entrusted us with. As long as we care, we’ll always do well.”

— Wayne Taylor
VP of Projects



Growing & Thriving at Work

Our people are our strength, and we invest significant time and energy in helping them grow and thrive in their careers. In turn, each ACC team member's contributions pay incredible dividends to their colleagues and our company.

Team Member Development

We invest in comprehensive career development programs that enable our team members to be successful and satisfied in their jobs. To further our culture of developing future leaders from our existing workforce, we offer development opportunities at every career stage.

Through ACC University and other learning programs, we tailor learning plans to each team member's goals and often connect them with mentors. Team members are auto-enrolled for the appropriate courses when they are hired for or promoted into new positions. ACC University offers a catalog of 669 on-demand training courses (228 of which were added or updated in the past year), totaling more than 150 hours of training content. ACC team members completed more than 190,000 courses in 2022. Our training courses have received an average rating of 4.5/5. In addition to the ACC training catalog (which is predominantly internally created content), team members also have access to thousands of third-party online training courses.

In addition to professional development training, we also require team members to complete annual trainings on regulatory and statutory matters such as harassment and cybersecurity.

Inside Track Development Program

Our Inside Track development program, which celebrated its 20th anniversary in April 2023, helps ACC's high-performing assistant general managers (AGM) advance toward general management positions. The program provides mentorship and intensive training emphasizing residence life, human resource management, business operations, marketing and leasing, facilities and career development. Participants also attend a four-day conference in Austin, Texas.

Most of the 400+ graduates of Inside Track have gone on to become effective GMs, and many have not stopped there: 49 graduates serve as regional managers or in other corporate positions, including 15 in roles of vice president or above.





Facilities Inside Track Class of 2023



CA of the Year - Awards Ceremony at 2022 Leadership Conference in Austin, Texas



2022 ACC Leadership Conference in Austin, Texas

Facilities Inside Track

In 2022, we launched our Facilities Inside Track program, which provides our facilities team members with mentoring and a structured pipeline to grow their careers. We also held a two-day leadership conference for maintenance managers.

Leadership Conferences

In addition to our conferences for Inside Track and Facilities Inside Track participants, in 2022 we held an ACCelerate regional conference for student to AGM-level team members. And more than 200 ACC leaders from across the nation came together for our annual Leadership Conference in Austin, where they heard from expert panels and celebrated the year's achievements.

Team Member Recognition

Each quarter, we hold a companywide ACC Spotlight - Celebrating Team and Achievements call wherein company leaders share ACC news and recognize individuals and property teams that have exemplified exceptional performance and leadership. Team members are able to submit questions that are answered on this call.

“Our people are the force that creates an exceptional experience for our residents. Encouraging and listening to team members’ feedback, investing in their growth and recognizing their work are top priorities,”

— Lynn Henson
VP Recruiting, Employee Engagement Development and Residence Life

PEOPLE *spotlight*

Jaden Thomas

Jaden Thomas spent the 2022-2023 school year as a community assistant (CA) for The Castilian at The University of Texas at Austin. Jaden's infectious enthusiasm and talent for forming authentic connections with residents led him to win ACC's CA of the Year Award for 2022.

Jaden left a lasting impression on his colleagues—including ACC's co-founder Bill Bayless and our new ownership team—when he wrote and performed a rap that extolled the power of community in student housing.

Jaden on being yourself at work:

When I started at ACC, I saw it as my job to build this community, to build this family for people. And I can do that by putting myself out there. It can be kind of scary, but I don't mind making myself vulnerable if it means I can make other people comfortable.

On rapping for ACC leaders: Bosses are just people. I think if you can both share what you're passionate about, it makes it so much better for everyone. The rap was my chance to showcase myself. Bill ended up giving me a hug and was like, "That was awesome, man. That's what ACC culture is about."

On connecting with people: Anytime someone comes for a mail package, I get to have a little check-in with them. Those little interactions with people really add up over time. I know one resident's life story just from talking over packages.

On making an impact: Realistically, if you want to change 100 people, you change one person and compel them to change another person's life for the better. If you can change one person's life in a positive way, I promise you it'll spread.



Benefits & Wellness

We are committed to fostering all aspects of our team members' health and well-being, which helps them thrive both on and off the clock. We provide a comprehensive benefits package that includes ample vacation and sick time, health coverage for domestic partners, paid maternity leave, and an educational assistance program that offers team members up to \$1,500 per year. Our 401(k) plan not only provides financial security but also offers team members the option for values-based investing in funds that have been screened for ESG criteria.

In 2022, we also launched an enhanced employee assistance program, a professional, confidential program that is available to assist team members with their personal challenges and provide immediate on-site assistance in times of crisis at work. Team members can get support 24 hours a day, seven days a week from a licensed clinician, access up to six face-to-face counseling sessions, connect with licensed financial counselors and attorneys, and get referrals to childcare and other local resources.

We organize company-wide wellness challenges, provide educational newsletters and promote resources from our partners at the Hi, How Are You Project to support team members' mental health. And we also provide free flu shots, CPR classes and discounted gym memberships to ACC corporate team members.



Wellness Challenges

ACC came in first place—both in the Austin area and nationwide—in the 2022 Turkey Trek race. More than 250 team members logged over 18,000 miles. Team members also logged more than 14,000 miles as part of Million Mile Month in April. We followed that up with our companywide Health & Wellness Month in May, where we focused on Hi, How Are You happy habits as well as benefits, physical wellness and nutrition.

Environmental, Health & Safety

At ACC, we are committed to providing a healthy, safe work environment and helping our team members to follow best practices, whether they work at our properties or from a home office.

Safe Work Practices

We take a comprehensive approach to safety-related work practices for team members, contractors and subcontractors. Our programs empower supervisors to keep their teams safe and individuals to take responsibility for following the safety practices outlined in our comprehensive Product Health and Safety Plan:

- Obey safety rules and safe job procedures.
- Attend safety meetings and training sessions, in person or online.
- Keep work areas clean and free from slipping or tripping hazards.
- Immediately report all malfunctions to a supervisor.
- Use care when lifting and carrying objects.
- Observe restricted areas and all warning signs.
- Know emergency procedures.
- Report unsafe conditions to supervisors.
- Notify supervisors of every accident or injury.

In our required service contract agreements, we mandate that all contractors and subcontractors who perform work in facilities or on ACC-controlled property abide by all safety rules and follow safety procedures. We maintain contractor safety training records that are accessible for review by property staff.

Our objective is to keep the number of injuries and illnesses to an absolute minimum—with the goal of zero—to surpass the best experience of operations like ours.

Basic Operating Standards & Systems (BOSS)

BOSS is the quality control program ACC uses to establish a set of minimum operating standards—focused on curb appeal and customer service—that a resident can expect at any ACC property. Every new hire completes BOSS training as part of their orientation.

Staff members are expected to meet or exceed the following standards:

- Put students first.
- Surprise and delight.
- Be passionate.

BOSS helps team members continually improve our communities, ensure cleanliness and provide responsive customer service. Our BOSS Weekly Walk policy requires that a member of the management team and a member of the maintenance team walk together by each resident's unit at least once per week to ensure the facilities are in good condition and excellent curb appeal is being maintained throughout the entire community. Any deficiencies are reported and resolved.

Facilities Plan & Assessment

We follow a Facilities Plan for daily, preventative maintenance to ensure our properties are in excellent condition for our residents. In addition to daily maintenance, our corporate facilities department also conducts periodic facilities assessments to ensure:

- The property is maintained according to the ACC Facilities Plan.
- Unit condition, cleanliness, safety and security standards are met.
- Facilities policies and procedures are followed.
- Site management team is knowledgeable and responsible for all facility-related issues.

During the assessment, facilities inspectors conduct a visual inspection of the property to check compliance with ACC standards. Any items that require further action are noted on a form so they can be addressed by the property management team.



University Pointe Facilities Team at Texas Tech University

Safety Training

ACC supervisors are responsible for administering safety training with their team members. All team members—including operations specialists, bookkeeping specialists, leasing and marketing specialists, facilities specialists and facilities directors—are required to complete ACC University's Safety Training for All Employees online modules. The course includes video instruction, a test after completion and supervisor verification that training was completed on time.

All on-site maintenance team members, as well as facilities specialists and facilities directors, have potential exposure to different workplace hazards than office staff and are thus required to complete Safety Training for Maintenance Employees.

“Our operational goal is to maintain safe, attractive and inspiring spaces that delight residents and serve as a living billboard, advertising our attention to detail.”

— Jeff Langen
SVP, Quality Assurance & Safety Officer

Residents

Creating Communities Where Students Love Living

Our number-one priority is delivering the best possible experience for students. We have three key objectives that guide all our resident programs and initiatives:

1. Create inclusive communities where students feel connected, are involved in the university community and are academically successful.
2. Develop and nurture partnerships with our affiliated universities that support residents' academic and personal goals.
3. Support the financial objectives of our properties by creating a vibrant and desirable student community.

Residence Life Program

ACC's residence life program is the cornerstone of our communities. We invest in students' success and well-being to create a sense of community where they live. This year we continued to support residents' mental health through our partnership with the Hi, How Are You Project. At each community, we also offer engaging educational, recreational and social activities to help students connect and make the most of their college experience.



Relationship Between Connection to Residential Community and Mental Health in Past Month*

- Very/Somewhat good mental health in past month
- Neutral mental health in past month
- Somewhat/Very poor mental health in past month



Financial Education

In 2022, we piloted an online financial education curriculum—Ramsey Solutions' Foundations in Personal Finance—at 25 communities and plan to extend it to 65 communities in 2023. The curriculum topics, which are supported by practical tools, include debt management and saving and budgeting strategies.

Student Staff Team Members

The resident experience is heavily shaped by our student staff team members—our CAs and RAs—who use their ACC training and their ability to relate to their peers to build a strong sense of community and promote academic success.

Pillars of Residence Life

- Academic Success
- Health and Wellness (physical and mental)
- Sustainable Living and Education
- Employability/Career Focus
- Giving Back/Charity
- Financial Literacy
- Community Engagement (property community and local community)
- Resident Appreciation

*2022 Thriving College Student Index (October), College Student Mental Wellness Advocacy Coalition.

Listening & Learning

Just like our residents, we are lifelong learners. We continually seek resident feedback on their overall priorities, what they enjoy most about our communities and what can be improved.

This starts on day one, when residents are asked to share their opinions about the move-in process. We maintain an open-door policy, encouraging residents to engage with our team in person, at events and through social media. We monitor social media and review sites to respond to questions and issues and also compile feedback into a monthly customer report so we can identify trends. We also conduct formal surveys, including our annual resident engagement survey (which included a section on sustainability attitudes and behaviors) and our first-ever Thriving College Student Index through the College Student Mental Health Wellness Advocacy Coalition.

Annual Resident Satisfaction Survey

Residents somewhat or strongly agreed with the following statements:

- ✓ I can be academically successful at this property: **85%**
- ✓ I am comfortable being myself where I live: **83%**
- ✓ I am satisfied with this community: **81%**

ResLife Conference

In September 2022, we hosted ACC's first ResLife Conference, which was designed to help team members at ACC communities share and learn ideas for bringing our company's values and goals to life through resident engagement. The virtual event featured speakers from various ACC departments and sessions on topics such as strategic planning for residence life, Resident Appreciation Week planning, Pulse survey participation and student staff supervision.



A Better Value for Parents & Students

Since ACC's inception, we have focused on delivering high-quality, well-amenitized communities at an exceptional value. This focus on providing a better value for students and parents sets us apart from other housing options.

Our communities are strategically designed for student success with amenities focused on health and wellness and academic success. We offer a wide array of unit types and price points within the same community, which appeals to a broad set of student residents as everyone gets access to the amenities and resident services that support their success. We prioritize proximity to campus, which also cuts commuting costs for students and makes it easier to get to class.

COMMUNITY *spotlight*

Albany Village

The University of California, Berkeley

The San Francisco Bay Area is one of the most expensive housing markets in the nation. When we designed Albany Village at the University of California, Berkeley, we wanted to provide affordable living options for its graduate student residents.

Through efficient design, ACC is able to offer 761 beds in a mix of apartment-style floor plans to accommodate varying student needs and budgets, with the most affordable unit offered at 30% below market rental rates.

The midrise community also replaces four existing buildings, increasing density and keeping students close to retail, restaurants and public transportation. Alternate transportation options are encouraged with the inclusion of secure indoor bicycle storage, charging stations for e-bikes and EVs, and a mobility hub with free shuttles to campus that run every 15 minutes.

The project, which is ACC's second developed for UC Berkeley, will open in Fall 2024 and is intended to achieve LEED Gold certification with performance targets that exceed ASHRAE Standards. Albany Village meets UC Berkeley's goal for new buildings to outperform California Building Code energy efficiency standards by at least 20% without on-site fossil fuel combustion for space and/or water heating. It features an all-electric design with electricity sourced from 100% clean energy. Albany Village is designed for passive thermal comfort with open-air circulation and exterior stairways, and the building's wings are arranged to shade buildings most of the day for solar heat gain prevention.

- Architect: Ayers Saint Gross
- MEP: Emerald City Engineers
- General Contractor: Obayashi Corporation



Through efficient design, ACC is able to offer 761 beds in a mix of apartment-style floor plans to accommodate varying student needs and budgets, with the most affordable unit offered at 30% below market rental rates.





Mental Health

Mental health is a core component of overall health and well-being, and ACC is a staunch proponent of mental health awareness for college students.

Together with our long-term partners at Hi, How Are You Project (HHAY), a mental health awareness nonprofit, we developed and facilitated trainings that equip our community assistants and other staff to provide peer-to-peer mental health support to residents at more than 200 communities nationwide.

We complement this outreach with awareness events such as Hi, How Are You Day on January 22, Mental Health Awareness Month in May, National Suicide Prevention Week in September and World Mental Health Day events on October 10. Additionally, Gina Cowart, ACC's senior vice president of brand and marcom strategy, serves on the board of HHAY.

College Student Mental Wellness Advocacy Coalition



college student
mental wellness
advocacy coalition

In 2022, ACC and HHAY expanded the impact of our work by forming the College Student Mental Wellness Advocacy Coalition with our partners at

Hi, How Are You and other student housing industry leaders. The coalition is committed to better understanding our residents, encouraging open dialogues, and raising awareness about the importance of mental wellness and its impact on students and bringing peer-to-peer training to housing communities across the country.

The coalition worked with global insights firm Ipsos to conduct the Thriving College Student Index—a first annual benchmark of college students' mental health and wellness. This survey of 18,168 college students during Mental Health Awareness Month in October 2022 is the largest of its kind. For this year's survey, the coalition also teamed up with JED Foundation, a leading nonprofit that works to protect emotional health and prevent suicide among teens and young adults.

The survey findings will help the coalition members and HHAY to develop industrywide peer-to-peer on-site training, connect residents to mental health resources on campus, and promote stress and anxiety management for college students.

Key Findings: Thriving College Student Index Survey

Students feel the following emotions “all of the time” or “often”:

Stressed Out: **70%** Overwhelmed: **61%**
 Anxious/Worried: **63%** Having Trouble Concentrating: **52%**

92% of college-aged students view their mental health as an important component of their overall well-being.

81% of college-aged students support their mental health through music. This was by far the most popular activity, with socializing coming in second.

59% of students who reported poor mental health fear they will be judged if they talk about mental health vs. 35% of students who report good mental health.

Students who are “thriving” (rating their current life as 7 out of 10 or higher) are more likely to feel connected to their residential community.



Dr. Mark Jacobs, Dean of Barrett, The Honors College

This scholarship fund celebrates Dr. Mark Jacobs, Dean of Barrett, The Honors College, for his nearly 20 years of service to the university and supports outstanding undergraduate students at Barrett.

Scholarship Programs

We support our residents by offering scholarship programs at many of our communities.

ACC provides funding for the Mark Jacobs Scholarship Endowment at Arizona State University, which is one of our longtime partners. This scholarship fund celebrates Dr. Mark Jacobs, Dean of Barrett, The Honors College, for his nearly 20 years of service to the university and supports outstanding undergraduate students at Barrett.

We continued our “Success by Design” scholarship program for Prairie View A&M students. We set up this scholarship endowment in 2021 to celebrate 25 years of our longest-running university relationship.

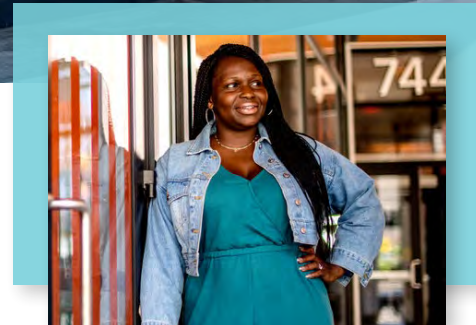
We also sponsored a \$10,000 Austin Scholarship Giveaway for students enrolled at The University of Texas at Austin for the 2022-2023 academic year.

Neighbors

ACC communities are a vibrant part of the campuses, neighborhoods and cities they call home. We support our neighbors by hiring local residents and contractors, engaging local businesses in the ACC portfolio, and giving back to campus and nonprofit initiatives that help people thrive.

Mumu Hot Pot

Hot pot restaurants provide a fun communal dining experience, and normally use natural gas to heat their stoves. But Mumu Hot Pot, which is part of Manzanita Square at San Francisco State University, opted in to use induction stoves instead. This helped the all-electric building reduce carbon emissions and costs and improves indoor air quality. We will be encouraging more of ACC's on-site retailers to implement such conservation measures by incorporating green leasing components into our contracts.



Underground Café + Lounge

Underground Café + Lounge, located at the entrance of LightView at Northeastern University in Boston, has signed a multiyear lease extension. The café was born from ACC's pilot of our Neighborhood Business Nurturing Program, which we developed to help support small, local businesses primarily owned by women and minorities.

Supporting Nonprofits

Since its inception in 2003, the ACC Foundation has contributed more than \$6 million to charities that focus on disadvantaged youth and education in our hometown of Austin and in the markets we serve. Additionally, members of our senior management team serve on the boards of 11 Austin-area nonprofits, including our primary charity partners, and they collectively donated over \$1.3 million to these organizations in 2022.

ACC's Primary Charities

- Austin School for the Performing and Visual Arts
- Boys & Girls Clubs of the Austin Area
- CoreGiving
- Explore Austin
- Folds of Honor
- Hi, How Are You Foundation
- LifeWorks
- MJ&M
- Rise School of Austin

Center for Child Protection

ACC's co-founder and former CEO, Bill Bayless, was a celebrity dancer in the 2022 Dancing with the Stars Austin fundraiser benefiting the Center for Child Protection (CCP). While Bill's moves didn't win the mirror ball trophy, he won the Fundraising and Awareness Award for raising \$106,000 for the CCP through his personal fundraising page—the most of any participant.

Boys & Girls Clubs of the Austin Area

William Talbot and Stacey Heller, senior leaders at ACC, sit on the board of Austin's leading youth development agency, which provides at-risk youth with STEM education, sports programs and other after-school enrichment. ACC supports the organization through volunteering and supply drives. We also donated approximately \$935,000 in development and construction management services for BGCAA's 32,000-square-foot headquarters and services facility, which opened in 2019.



Team Member Volunteering and Giving

We have always provided volunteer opportunities and events for our team members, as well as ways for them to contribute to their favorite causes. In 2022, we simplified this process by rolling out the YourCause giving platform to all ACC team members. This platform helps team members find volunteering and donation opportunities. ACC will match any donation to an approved charity submitted through YourCause, up to \$500 per team member each year.



Bill Bayless won the Fundraising and Awareness Award for raising \$106,000 for the CCP through his personal fundraising page—the most of any participant.



PROGRAM *spotlight*

Clemson LIFE

Kendall Montgomery, a 28-year-old senior at Clemson University, has the ultimate work-from-home gig: she's both a resident and an intern at U Centre on College. Her position makes it easy to switch from studying to spending the day greeting residents, helping retrieve packages and supporting the community's staff wherever needed.

For Kendall, a student with Down syndrome, this job and living arrangement has helped her fully explore her passion for connecting with others and building community.

"I love living here and having my independence, and I love coming to work and spending time with the staff," says Kendall. "I like going to games, tailgating with my friends, taking cooking classes and cooking on my own. I also started learning how to bake, and now I love baking!"

Kendall is part of the Clemson LIFE (Learning is for Everyone) program, which was founded in 2009 to give students with intellectual disabilities access to all the developmental advantages of an immersive higher education experience. Clemson LIFE participants live at U Centre on College through an exclusive partnership with ACC, which developed and operates the



community. This enables 14-25 Clemson LIFE students and alumni to live together on campus.

Kendall has become an essential part of the U Centre community, which has made her parents enormously proud.

"Kendall has learned what it means to be responsible and accountable, not only by living independently but also in terms of being a considerate and respectful part of her community," said Lisa Montgomery, Kendall's mother. "She has a view of being a young adult that is much broader than anything we could have ever provided in our home."

Clemson LIFE prepares young adults with intellectual disabilities for competitive employment and independent living through two program options. While one focuses on training and certifications for specific professions, both programs expose students to a combination of classroom and employment experiences. What makes Clemson LIFE unique is its students have the opportunity to participate in a traditional



Taylor (pictured on the left) and Jacob (pictured on the right)

collegiate experience. That means they live among other students on campus, join student organizations, and enroll in at least one traditional class each semester along with a variety of university leisure skills courses from yoga to CPR. They also take on jobs and internships.

The U Centre community provides Clemson LIFE students and faculty/volunteers with a central location for on-premise classes and life-lessons. This creates a sense of ease and consistency for students to receive an education specialized for their needs. Meetings, social functions, workshops and leisurely activities such as Friendsgiving frequently take place within the U Centre breakroom.

In addition to discounted housing, the program offers an internship at U Centre that gives Clemson LIFE students like Kendall the chance to work in a professional office environment, engage directly with customers, and partner with community assistants and other staff. Most jobs available

to Clemson LIFE students are in food service, recycling sorting centers and grocery stores, so this provides the opportunity to build additional communication and career skills.

“I’ve never met anyone who could make the people around them smile more than our students in the Clemson LIFE program,” said Stephen Angel, U Centre’s general manager. “It has been a joy to work next to and with the students in the program, and the amazing accomplishments and growth they have achieved, as well as the impact on the Clemson student body.”

Clemson LIFE students have developed strong communication skills and are encouraged to represent themselves. This helps the U Centre team maintain a space where students can feel safe coming to the staff with any concerns or questions they might have. This residential experience for Clemson LIFE students nourishes their growth and prepares them for self-sufficiency.

“You can really see the joy in their faces and witness how much this program means to them,” Angel said. “It creates a sense of enrichment within the entire community.”

The U Centre Team maintains constant communication with students’ parents, who also have positive feedback about the program.

“My number one priority sending my son to college in the Clemson LIFE program was his safety and security,” said Debbie Antonelli, a parent of a Clemson LIFE resident. “Who would keep a watchful eye on him away from his classmates and teachers? Would someone assist and protect him from challenges he may not be ready to tackle? Would he find a home away from home? The answer to each question has been the U Centre. Our son is thriving in the Clemson community thanks to the residential partnership with the U Centre.”