Amazon Community Impact Report 2024
National Capital Region

Delivering for our communities

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Andy Jassy President and CEO, Amazon

Committed to the National Capital Region

At Amazon, we live our mission of making our customers' lives better and easier every day. We also bring this innovative, inventive spirit to empower the communities we call home, using our scale and abilities to take on some of society's most pressing challenges. Working side-by-side with community partners, we're increasing access to affordable housing and alleviating hunger. We're strengthening education, promoting literacy, and helping people gain skills for the future.

This report showcases the progress we're making and the positive impact we believe we're having on everyday life for our National Capital Region neighbors. For example, since the Amazon Housing Equity Fund started in 2021, we have committed over \$1.2 billion to help create or preserve affordable housing for more than 20,700 low- to moderate-income individuals so they can live in the communities they serve and love. This is especially important for first responders, teachers, nurses, and service industry employees who are getting priced out of expensive metro areas like ours.

We're helping families overcome the rising cost of living in other important ways. We've donated more than \$2.7 million since 2021 to local organizations tackling food insecurity and hunger across the National Capital Region. Our support helped the Capital Area Food Bank build its new warehouse in Lorton, Virginia, enabling the distribution of 13 million meals annually to Northern Virginia residents experiencing food insecurity.

We believe that education is critical to sustaining successful communities, and we've funded 74,000 hours of computer science education in the last 12 months to help local students build promising careers.

We've contributed \$78 million in support of more than 90 community partners dedicated to making the National Capital Region a better place to live last year. Through initiatives large and small, our partners' work has an indelible impact by providing essential social services to those who need them most, ensuring young people have access to learning opportunities, revitalizing our parks and green spaces, and continuing beloved area traditions like the National Cherry Blossom Festival and the Arlington County Fair. Amazon volunteers have magnified this impact, giving their time at more than 740 events across the broader community in the past 12 months—and during Amazon's Global Month of Volunteering alone, tens of thousands of Amazon employees volunteered to support local communities.

These are just a few of the ways that we are giving back to the region that's become our second home. We are committed to supporting and collaborating with our neighbors and communities throughout the National Capital Region. We know that—working together—we can build an even brighter future.

Amazon's philanthropic contributions across the National

\$78 million

donated to 90+ local community partners last year.

\$1.2 billion

committed to create and preserve affordable housing in the National Capital Region.

20,700+ residents 74,000 student

supported by Amazonfunded affordable housing investments.

past 12 months.

hours

740+ events

across our local communities supported by Amazon volunteers in the past 12 months.

13,000+ students

explored STEM and STEMrelated careers at three AWS Think Big Space labs in Virginia.

* Total potential value of scholarships if all students complete the program.

\$1.2 million+ in scholarships

awarded to 30 National Capital Region students by the Amazon Future Engineer program in the past 12 months.*

\$2.7 million+

donated since 2021 to local organizations tackling food insecurity and hunger across the National Capital Region.

Capital Region #1 corporate philanthropist in the National **Capital Region.**

of STEM education, literacy, and career exploration courses delivered across the National Capital Region by the Amazon Future Engineer program in the

55,000+ learners

have accessed free training and education at the AWS Skills Center in Arlington.

18,000+ kids

served by Amazon's support of local youth sports leagues.

\$1.5 million+

contributed to support beloved National Capital Region events such as the National Cherry Blossom Festival, Capital Pride, and the Arlington County Fair.

Affordable housing

We created the Amazon Housing Equity Fund to help everyone access housing they can afford. The National Capital Region has long faced an affordable housing shortage, and we're committing our resources to increase the supply of long-term, affordable homes for low- to moderate-income residents. In just three and a half years, we have committed over \$1.2 billion in low-rate loans and grants to create or preserve over 9,400 affordable homes. And in June 2024, we announced a new commitment of \$1.4 billion to create or preserve an additional 14,000 homes across the communities we call home, including the National Capital Region.

\$1.2 billion

committed to create and preserve affordable housing in the National Capital Region.

9,400+

affordable homes funded or preserved.

20,700+

residents supported by Amazonfunded affordable housing investments across the region.



The Gale Eckington, Washington, D.C.

"We set a goal to build 36,000 new homes in D.C. by 2025, with at least 12,000 of them affordable—and this partnership with Amazon is helping us reach those goals. We're keeping more longtime Washingtonians in D.C. and building a more inclusive and equitable future."

Muriel Bowser, Mayor, Washington, D.C.





of high opportunity, in proximity to essential needs like good schools, transit access, and employment centers, so all residents have access to important amenities and services.



Howard Manor, Washington, D.C.

kind, public-private partnership and university.



The Exchange at Spring Hill Station, Tysons, VA

Virginia's largest new affordable steps from the Spring Hill WMATA Metro Station.



The Mount Pleasant Preservation Development, Washington, D.C.

and Jubilee Housing ensures that 165 homes in the Mount Pleasant for 99 years.

Expanding access to opportunity: a mission to bridge affordable housing and education

Ronette "Ronnie" Slamin founded Embolden Real Estate in 2021 to expand access to affordable mixed-income housing in high-opportunity areas. Her first project—The Bobbi, a nod to her daughter's name—in Washington, D.C.'s Kalorama neighborhood embodies her vision of combining housing and education to close the educational gap.

"I've always wanted to work at the intersection of housing and education to improve educational outcomes," she commented. Having had the privilege of attending an excellent high school and, later, world-class universities, Ronnie was acutely aware of the stark disparities in educational opportunities. She started Embolden to ensure more families have access to stable, affordable housing and quality education.

The Amazon Housing Equity Accelerator program

was instrumental in jumpstarting her business. "The Amazon program provided essential resources—from mentorship and training to money to enlist an amazing team of advisors—that were crucial in navigating the complexities of my first project and setting a strong foundation for future success."

Ronette Slamin, Founder, Embolden Real Estate



2024 Community Impact Report

\$2.7 million+

donated since 2021 to local organizations tackling food insecurity and hunger across the National Capital Region.

13 million+ meals

distributed each year from CAFB's new Northern Virginia warehouse, with support from Amazon.

100 students

at Kitchen of Purpose use Amazon-grown produce as they prepare 10,000 meals each year for area food banks, shelters, and schools.

Amazon supports the critical work of local organizations that help individuals and families experiencing food insecurity. We do this through direct financial support, donations of food, and employee volunteerism. For instance, our partnership has enabled the Capital Area Food Bank (CAFB) to build a new warehouse that will distribute more than 13 million meals to individuals and families across Northern Virginia each year. Organic produce grown in our garden at Metropolitan Park goes to Arlington nonprofit Kitchen of Purpose, where it's used in culinary job training and helps them provide 10,000 meals each year. We also fund 83 school gardens across the country, including 10 K-12 schools here in the National Capital Region, engaging students in hands-on learning about growing and enjoying fresh produce.

"Amazon's support has been instrumental in advancing our mission at Kitchen of Purpose. Beyond their financial backing and produce donated from their urban garden, the most significant impact lies in workforce development. This partnership allows us to equip new Americans who were previously unemployed or underemployed with the skills they need to thrive in the food industry and beyond. We train and place 100 students annually, and we were proud to see Amazon hire two of our graduates this year—and that's just the beginning."

Brian MacNair, CEO, Kitchen of Purpose

Partnering to tackle food insecurity across the National Capital Region

The Capital Area Food Bank (CAFB) plays a critical role in combating hunger throughout the region, providing over 60 million meals last year to communities in Northern Virginia, Washington, D.C., and Maryland. Since 2019, Amazon has been a crucial partner in supporting CAFB's efforts to address the increasing food insecurity in these areas.

Amazon's involvement includes backing CAFB's Community Market in Arlington, where between 200 and 250 families receive free fresh produce and other essential food items each month. Most recently, Amazon's funding helped CAFB build its new warehouse in Lorton, Virginia, more than tripling its storage and distribution capacity. The facility will enable CAFB to distribute 13 million meals annually in Northern Virginia, an increase of 220 percent over the previous building's capacity.* Beyond financial support, Amazon employees volunteer at CAFB's warehouse, staffing 83 full shifts last year, and the expertise of Amazon team members has also bolstered the nonprofit's advocacy and policy work. This partnership underscores the impact of sustained corporate support in addressing long-term food insecurity challenges in the community.

"Amazon's consistent support has been absolutely pivotal, especially as the demand for our services has remained double what it was before the pandemic. Their ongoing commitment has enabled us to sustain and expand our efforts to address the needs of our clients today and into the future, even as other emergency funding has slowed."

Melanie Minzes, Deputy Chief Development Officer, Capital Area Food Bank

Education

Education changes lives, and at Amazon we invest in programs to help children in grades K-12, highereducation students, and adult learners unlock their potential. By focusing on critical digital skills, we prepare these individuals for the jobs of the future. Amazon's donations to local partners help underserved students access food, shelter, clothing, and school suppliesso they can focus on learning. AWS Think Big Spaces allow students to explore and cultivate an interest in science, technology, engineering, and math (STEM) subjects. Amazon Future Engineer—our childhoodto-career computer science program—inspires and educates thousands of students in the National Capital Region each year. And local students will benefit from our recently launched \$12 million Generative AI scholarships that will reach more than 50,000 high school and university students from underserved and underrepresented communities.

74,000 student hours

of STEM education, literacy, and career exploration courses delivered across the National Capital Region by the Amazon Future Engineer program in the past 12 months.

13,000+ students

have access to three AWS Think Big Spaces in Virginia.

\$1 million+ donation

to Communities in Schools of Northern Virginia provided National Capital Region students access to food, shelter, clothing, and school supplies in the past 12 months.

The unexpected path to tech: how an Amazon Future Engineer found her destiny

Tanzeela Virk's journey into STEM began at a young age. Initially drawn to neuroscience, she envisioned a future in medicine, like many in her family. Everything changed during the COVID-19 pandemic when she took a free Python course. That first coding class set her on a new path, and she actively pursued opportunities to expand her skills.

Tanzeela knew that computer science was her destiny, drawn by its problem-solving nature and the endless possibilities it offered. As a high school senior, she applied for the Amazon Future Engineer Scholarship, not expecting to win. When she received the \$40,000 award, it opened the door to both financial support and invaluable career opportunities.

Following her freshman year at George Mason University, Tanzeela interned as a software development engineer at Amazon, where her project focused on streamlining warehouse operations. The internship not only sharpened her technical skills but confirmed her desire to pursue software development engineering.

"I loved learning the Amazon corporate culture, gaining handson experience, and having the opportunity to solve real-world challenges. It's been amazing to play even a small role in a critical area of Amazon's business. I can't wait for what comes next."

Tanzeela Virk





Amazon offers a vast array of education and training programs in the National Capital Region to help individuals develop the skills they need for technology careers. The AWS Skills Center in Arlington offers free in-person classes for adults with little or no technology experience and showcases real-world applications of cloud computing and related career possibilities. AWS re/Start is a free training program that helps unemployed or underemployed individuals build essential skills for careers in cloud computing while connecting them to potential employers. Launched in 2023, the AWS Cloud Institute virtual training program gives learners the skills they need to become a cloud developer in as little as one year. And Amazon Career Choice empowers Amazon front-line employees to learn new skills for professional success through fully funded, pre-paid college tuition, career certificates, and other options.

55,000+ learners

have accessed free training and education at the AWS Skills Center in Arlington.

400 hours

of free education for every student participating in the AWS re/Start cloud computing program.

50+ higher education institutions

and secondary schools across the region receive free, ready-to-teach cloud computing curriculum through AWS Academy to help students pursue industry certifications and in-demand cloud jobs.



Skills Center

Building essential skills for future success

Christie Bibbs, a senior systems engineer at TransTechSol, has transformed her career path thanks to the AWS Skills Center. A U.S. Air Force veteran who's worked in the national security system for 22 years, Christie wanted to break out from "tech-adjacent" roles and gain more specialized expertise. The AWS Skills Center equipped her with the foundational knowledge needed to advance in an increasingly cloud-centric world.

The AWS Skills Center reignited Christie's love for learning and helped her achieve valuable, in-demand certifications, including AWS Certified Cloud Practitioner and AWS Certified Solutions Architect. Her dedication to furthering her education has been rewarded with a raise and opportunities for further growth. For Christie, the AWS Skills Center is key to her goal of fully transitioning into cloud-focused positions.

"The AWS Skills Center has been a game-changer for me. The certifications have significantly impacted my career. They've not only helped me advance within my company but have also inspired me to guide and encourage others in their professional development." Christie Bibbs



Supporting 90+ community partners

Providing essential social services to those in need. Helping kids build strong literacy skills. Making the dream of higher education a reality. Revitalizing our parks and green spaces. The National Capital Region has an incredible network of nonprofits that we are proud to support, and the list continues to grow. Some of these include:



Animal Welfare League of Arlington

The Animal Welfare League of Arlington (AWLA) has long served the Arlington community with animal sheltering and control services to help pet owners keep their animals healthy, happy, and home. Amazon supports the AWLA's popular "Paws & Read Program," through which children and young teens can visit the shelter and read to adoptable cats and small animals. Kids improve their literacy while helping shelter pets relax and socialize. Amazon also underwrote the celebration event commemorating the AWLA's 80th anniversary.



Arlington Thrive

Arlington Thrive has grown from a volunteer initiative to a vital part of the social safety net and a valued county partner. Thrive provides timely assistance to help neighbors in need achieve stability and success in their jobs, health, and homes. Amazon backs Thrive's early childhood programs, providing critical support to families with infants and young children. Resources include baby boxes filled with essential items for infants' health and safety—a lifeline for families who cannot afford these items on their own.



Boolean Girl

With Amazon's support, Boolean Girl is working to improve diversity in computer science and engineering by inspiring girls and other underrepresented youth in elementary and middle school to pursue careers in technology fields. Amazon sponsored a program called micro:bit for All, allowing Boolean Girl to provide teacher training, classroom support, and micro:bit-based STEM kits to every fifth grader in the Alexandria City Public Schools. This program reached over 1,300 fifth-grade students and their teachers during the 2023-2024 school year.



DowntownDC <mark>Fo</mark>undation

The DowntownDC Foundation serves and celebrates the vibrant and diverse Washington, D.C. community, providing homeless services, revitalizing parks, and enhancing public spaces and experiences. Amazon's support has contributed to the revitalization and programming of historic Franklin Park. Emerging from an extensive, year-long renovation in 2021, Franklin Park is again a place for lunchtime gatherings, respite, and fun, providing a stage for diverse and exciting free events for the whole family.

Doorways

Doorways is a community-based nonprofit providing services, shelter, and supportive housing for survivors of domestic violence and sexual assault and their families. Amazon supports critical Doorways programs, including their counseling program for youth and children impacted by domestic violence and sexual assault, and their 24-hour hotline that offers support, information, help with safety planning, and referrals to services. Amazon also supports Doorways' Hospital Accompaniment Response Program, which provides inperson support and guidance to survivors during forensic exams at the hospital.



The Dream Project

Established in 2010, the Dream Project empowers Virginia students whose immigration status creates barriers to higher education, including DACA or TPS recipients, asylum seekers, or undocumented students. Amazon's support has helped the Arlingtonbased organization go from offering scholarships to four students to funding the education of 100 Dream Project scholars each year. The Dream Project has awarded nearly \$1.75 million in scholarships.



Creating even more opportunities in the National Capital Region

A leading employer

61,000+ employees

in the Virginia, Maryland, and Washington, D.C. region across corporate, technology, operations, AWS, and retail.ait

\$22/hour

average hourly wage across customer fulfillment and transportation employees, over three times the U.S. federal minimum wage (increasing to \$29+/hour when the value of elected benefits is included).

Full benefits

many of which start the first day on the job, including health care, 401(k) match, and up to 20 weeks of paid parental leave. **Building employee skills**

Pre-paid college tuition

for our logistics employees.

\$1.2 billion global investment

to provide skills training to employees.

45% average compensation increase

for employees who complete the Mechatronics and Robotics Apprenticeship program to build a career in technical maintenance.

Unlocking opportunity

46% of new associates

were unemployed before joining Amazon.

\$124 billion

invested in the National Capital Region since 2010.

\$2.5 billion

in HQ2 and the surrounding area will lead to 25,000 new Amazon jobs.

170,000 jobs

supported by Amazon's investments in the region—from construction to hospitality.

Learn more about Amazon in the National Capital Region



