



2024

ANNUAL REPORT



Pay it
Forward >>>



NY Day of Giving



Uganda Day of Giving



Atlanta Day of Giving



INTRODUCTION A MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear LAZ Nation,

As we reflect on this extraordinary year, I am filled with immense pride and gratitude for what we have accomplished together. The LAZ Charitable Foundation set out with a clear mission—to Pay it Forward—and thanks to your incredible dedication, you’ve done just that.

This year, we reached remarkable milestones: you directly impacted the lives of 109,538 people across our communities. With your support, you donated over 200,134 items to those in need. We partnered with 203 organizations dedicated to making a meaningful difference in housing,

planet, or inspiring hope in eleven different countries, you showed up in full force. With 292 events held across the country, you have truly paid it forward in ways that will have lasting effects for years to come.

It’s often said that the greatest gift we can give is our time and kindness, and this year, each of you embodied that spirit. I am deeply humbled by your commitment and proud of the collective impact you have made.

As we enter 2025, I want to thank each and every one of you—our volunteers, donors,

partners, and team members—for your tireless efforts. The lives you’ve touched, the hope you’ve inspired, the opportunities you

created, and the communities you’ve strengthened are all thanks to you.

Let’s continue this momentum and carry the spirit of paying it forward into the future. Together, we are building stronger, more compassionate communities, and I am excited to see what you will achieve next.

With Gratitude,

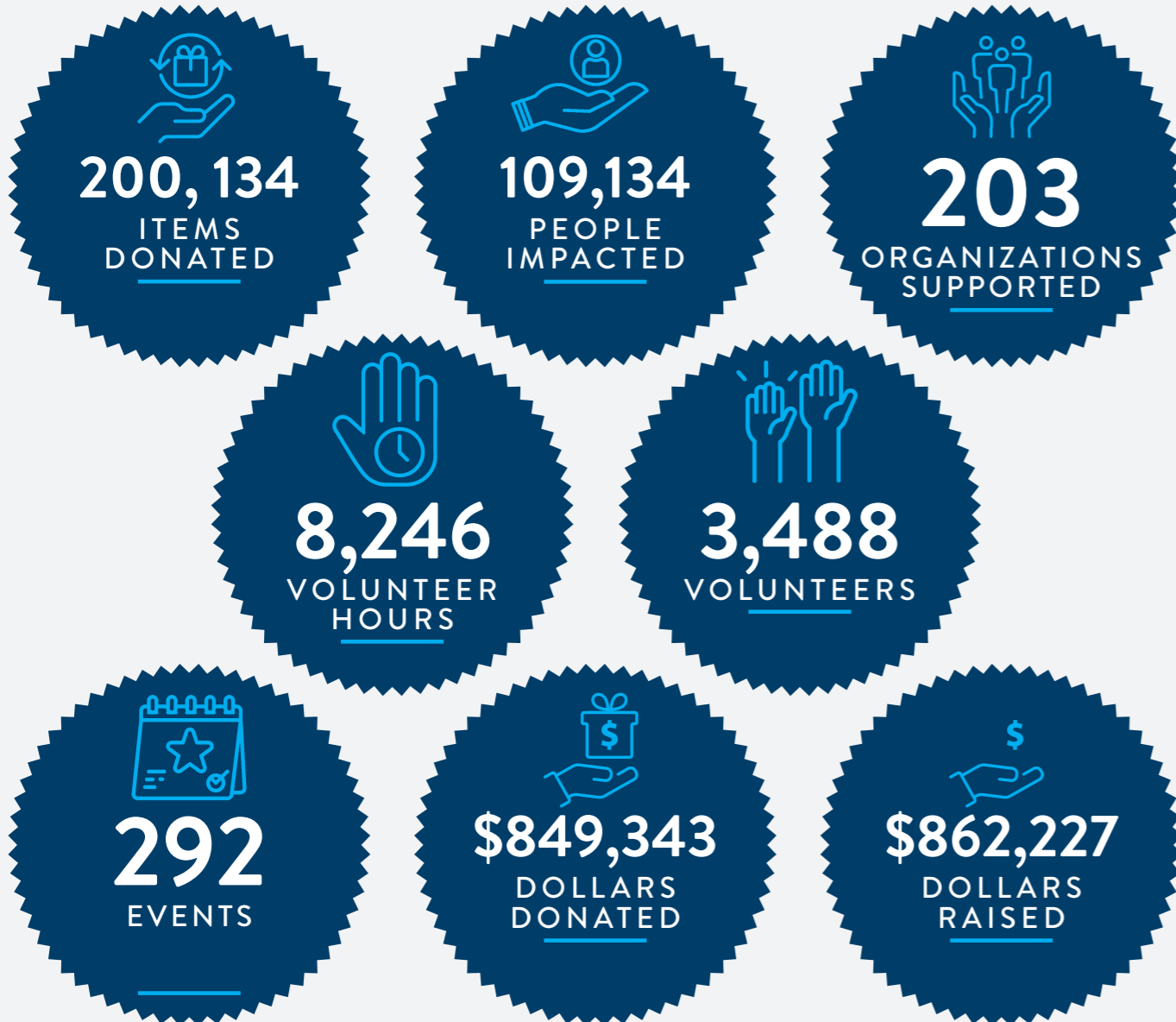
Ralph Caldin, Executive Director

“ Together, our employees contributed over 8,246 hours of their time, energy, and passion.”

education, food insecurity, mental health, and job opportunities. These partnerships have empowered individuals and families to overcome challenges and thrive in ways we couldn’t have imagined.

Our company-wide theme, “Pay it Forward,” became the heart of everything you did. Together, our employees contributed over 8,246 hours of their time, energy, and passion. Whether through supporting food kitchens, promoting children’s education, contributing to a healthy

BY THE NUMBERS
ACTIONS



BY THE NUMBERS
EVENTS





DAY OF GIVING



Our theme for 2024 was **“Paying it Forward”**.

The Board felt it was important to create a ripple effect of kindness and generosity, fostering a more compassionate and connected community. When someone benefits from an act of goodwill, they are often inspired to extend that same kindness to others. This promotes a

Paying it forward also encourages personal growth by helping individuals develop a sense of responsibility and purpose in contributing to the well-being of others. In the long term, it builds a more inclusive and resilient society, where mutual support is prioritized over individual

“ This cycle of giving not only benefits those directly involved but also strengthens the social fabric.”

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culture of empathy, where people are more likely to support one another in times of need, whether through small acts of kindness or significant contributions.

but also strengthens the social fabric, making communities more compassionate and better equipped to address shared challenges like inequality and hardship.





CT Golf tournament



Denver rescue mission



D.C Day of Giving



Guatemala



Austin Top Golf get-together



Hampton Beach cleanup



CT build-a-bike



Connors kindness



Orange County Day of Giving



LA champions



NY/NJ food drive



Kentucky smiles



Guatemala Orphanage

Pay it Forward



Bangladesh / Uganda

Our relationship with Ten By Three has continually grown since we first decided to support this organization. On top of their continual efforts to raise women out of poverty in undeveloped countries, they chose to support us in our first Day of Giving. The team at Ten by Three supported multiple events in Bangladesh by providing medical screenings for 263 people. They also set up menstrual education at three schools in Uganda, benefitting over 280 students.



Ukraine

When you hear that a donation directly saves the life of someone, that has an impact. In response, the LAZ Charitable Foundation sponsored a team from Global Cardiac Alliance. Global Cardiac Alliance performs technically difficult surgeries in 22 different countries. The LAZ sponsored international medical team traveled to Ukraine in June. The team performed 9 open heart surgeries on children as young as 2 days old. In addition to life saving surgeries, the team educated local surgeons on sophisticated surgeries.



Jamaica

In Jamaica, the challenges of food insecurity, housing and education are ongoing concerns. In 2024, the LAZ Charitable Foundation sponsored several events to help alleviate these concerns in the Negril area of the country. Working closely with the Catholic church in Negril, we were able to provide food and clothing for the local community. In July, the foundation provided additional humanitarian relief after hurricane Beryl hit the country as a category 5 hurricane.



Cambodia

The LAZ sponsored orphanage in Phenom Pehn is providing the primary support for 26 orphaned children. The orphanage provides food, clothing, education and spiritual support to these children. In addition, the Foundation has sponsored 4 medical clinics in various villages outside the capital city. Each event provides free medical screenings, a pharmacy and meals for all who attend. Each event helps approximately 125 locals from infants to the elderly.



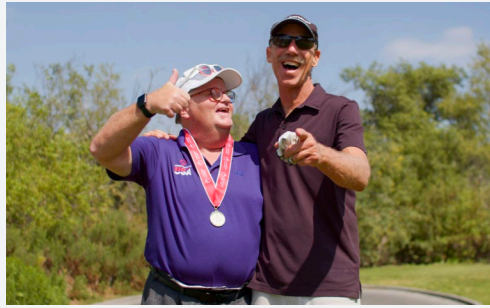
Guatemala

Situated in Central America, the LAZ Charitable Foundation began supporting an orphanage in Sumpango, near the city of Antigua in 2023. The 56 children benefit from regular support from the foundation. In January, a team repainted the buildings, fixed furniture, resupplied the kitchen, repaired the fence, update the showers and gave each child fresh bedding. The bedding included new sheets, blankets, pillows and bath towels for everyone. Our ongoing support provides quality meals and a safe place to learn and live.



Ghana

In the Lake Volta Region of Ghana, LAZ is supporting over 550 kids. These kids receive food, housing, clothing, and education. The school is the top rated school in the region 6 years in a row with several students making it to secondary school. Our biggest initiative in 2024 was starting the process of opening the LAZ Milk Bar in the city of Ho. By raising the money for the cows and storefront, they will be able to sell dairy products not easily found. The proceeds will continue to fund the orphanage and the kids living there. The storefront will be opening in the first half of 2025.



West

At LAZ Parking, we believe in creating opportunities for everyone, and our Western Region team has gone above and beyond to support individuals with physical disabilities. Over the past year, they've hosted more than half a dozen events dedicated to raising funds and awareness for organizations that champion inclusion and empowerment. Among their efforts, the team has proudly supported:

Special Olympics of Southern California – Helping athletes with physical and intellectual disabilities shine on and off the field, fostering a sense of achievement and community.

Challenged Athletes Foundation (CAF) – Providing adaptive sports equipment, training, and support to athletes with physical challenges, enabling them to pursue their passion for sports.

Through these initiatives, the Western Region team has raised funds, organized volunteer efforts, and participated in events that celebrate resilience and strength. Their dedication reflects our shared mission to create a more inclusive and compassionate society.

Midwest

The Midwest Region of LAZ Parking is leading the charge in redefining what it means to be a great manager—emphasizing leadership that prioritizes community support and a commitment to paying it forward.

This region's focus goes beyond day-to-day operations. They are dedicated to developing leaders who understand that true success is measured not just by professional growth but by the positive impact they make in their communities. Through mentorship programs, leadership development initiatives, and team-driven community outreach, they're fostering a culture where giving back is part of leadership DNA.

By aligning personal growth with a greater purpose, the Midwest Region is proving that leaders who care create workplaces—and communities—that thrive. Their efforts reflect LAZ's broader mission to bring humanity to every moment.



Southeast

The Southeast Region of LAZ Parking faced a challenging 2024, marked by 369 tornadoes and the devastation of Hurricanes Helene and Milton. Despite these unprecedented natural disasters, the region rose to the occasion, demonstrating an extraordinary commitment to supporting their employees and communities with resilience and compassion. Key efforts included:

Tornado Relief: Teams mobilized to provide shelter, distribute emergency supplies, and assist in cleanup efforts following the destruction caused by 369 confirmed tornadoes throughout the year.

Hurricane Support: In the wake of Hurricanes Helene and Milton, fundraising campaigns and donation drives launched by the region raised critical resources to support recovery and rebuilding efforts.

The Southeast Region's dedication reflects the heart of LAZ's mission: Bringing Humanity to the Moment. Their actions this past year exemplify leadership, resilience, and the power of collective compassion. We are immensely proud of their efforts.

Northeast

The Northeast Region of LAZ Parking exemplified the true spirit of Pay It Forward in 2024, creating meaningful change across multiple communities. Through unwavering dedication and teamwork, they:

Held 113 Events: From fundraising initiatives to community service projects, the region consistently went above and beyond to bring people together and inspire positive action.

Supported 91 Nonprofit Organizations: Addressing critical needs including housing, education, food security, and healthcare, amplifying their impact on local communities.

Impacted the Lives of 7,157 People: Providing resources, opportunities, and hope to individuals and families in need.

This commitment to paying it forward reflects LAZ's mission to bring humanity to the moment. We are incredibly proud of the Northeast Region's dedication to making a difference. Together, they've shown what it means to be a true force for good.

**PARTNERSHIPS
BETTER TOGETHER**



The LAZ Charitable Foundation's mission is to support solutions to housing, education, food insecurity, mental health and job opportunities. The Board carefully selected four (4) corporate partners that align with our mission. Moving forward, our giving focus and volunteer efforts will be focused on these 4 organizations.



Ten by Three
Ten by Three focuses on poverty reduction by empowering artisans in developing countries to become entrepreneurs through fair trade. Sustainable wages support economic independence.



Feeding America
Feeding America is the largest hunger relief organization in the U.S., focusing on combating food insecurity through food banks and advocacy.



Boys & Girls Club
The Boys & Girls Clubs of America supports education and development for children and teenagers, offering programs for academic success, healthy lifestyles, and character development.



Habitat for Humanity
Habitat for Humanity's goal is to build affordable homes for families in need, contributing to housing solutions.

**THE BOARD
HEART-LED LEADERSHIP**



**Leading with Purpose:
The Heart of the LAZ Charitable Foundation's Success.**

The strength and impact of the LAZ Charitable Foundation are rooted in the unwavering commitment of its leadership. With a 100% active and engaged charitable board, the foundation exemplifies what it means to lead by example.

“ The board and ownership group embody the spirit of paying it forward inspiring others to give”

Each board member not only dedicates their time and expertise but also contributes financially, demonstrating a personal investment in the foundation's mission. This level of dedication ensures that every initiative is guided with purpose and that resources are directed where they can make the greatest impact.

Additionally, the foundation benefits from the generous financial support of the LAZ Parking's ownership group. Their contributions from all owners underscores the alignment between the company's core values and the foundation's work, reinforcing a

shared commitment to creating lasting change in the communities LAZ serves.

Together, the board and ownership group embody the spirit of paying it forward, inspiring others to give and ensuring the foundation has the resources needed to deliver on its promise: to bring humanity to the moment and positively impact countless lives.

We are deeply grateful for this leadership and support, which allows the LAZ Charitable Foundation to continue making a profound difference.

If you would like to support the LAZ Charitable Foundation and its efforts, you may do so by following the links below:



General Donations



Child Sponsorship



lazcharitablefoundation.org



LAZ
CHARITABLE FOUNDATION