



Community Impact Report **Puget Sound**



Delivering for our communities

At Amazon, we work hard to make our customers' lives easier and better every day. To help fulfill this mission, we invest substantially across the U.S.—including building logistics and cloud infrastructure, and creating jobs with solid pay and benefits for more than one million people.

As we continue to grow, we know that our customers, employees, and the communities where we operate have high expectations of Amazon. They look to us to have a positive impact beyond our investment and the jobs we create, and they want to see us apply our innovative spirit and resources to help address the many challenges their communities face. We want to do that, too.

In this year's report, we'll share more about how we're delivering in those areas—including helping to create and preserve thousands of affordable homes, supporting computer science education for more than 8,000 schools in underserved communities, and providing aid to victims of natural disasters. We do this through partnerships with a diverse range of organizations to create positive, long-term change that leads to greater equity and opportunity for everyone.

Last year, we donated \$78 million to support the work of more than 300 organizations in the Puget Sound, making us the top corporate philanthropist in the region, according to the Puget Sound Business Journal. We've invested \$549 million to help create or preserve thousands of affordable homes here, and we recently partnered with the National Housing Trust to give moderate-income families in Seattle the chance to become homeowners. We built the largest family shelter in Washington state inside one of our downtown Seattle offices, and it has provided more than 160,000 bed nights to families experiencing homelessness. We also believe that education is critical to sustaining successful communities, and we're helping local students build promising careers: we've funded computer science education for 189 schools in the region; we've donated \$9.7 million to cover the basic needs of local students – from food and school supplies to warm clothes for the winter; and our employees have provided more than 2,600 hours of tutoring to local students so they can become better readers. The Puget Sound is our home and we're dedicated to building stronger communities here.



Our commitment to creating positive change also goes beyond our headquarter communities. Last year, we donated \$350 million to more than 2,000 organizations around the world, especially in the communities where our employees live. We also utilized our global logistics infrastructure, inventory, and technology to help the victims of natural disasters. So far, we've responded to more than 115 disasters and donated more than 23 million relief items, including 500,000 critically important products to the victims of the recent wildfires in Hawaii and the earthquakes in Turkey and Syria, where we were able to fly Amazon Air planes loaded with tarps, tents, diapers, power generators and more to provide quick assistance.

These are just a few examples of how we devote our resources, infrastructure, and talent to try and make the world a better place for everyone. This is an important part of Amazon's culture, and I'm proud of what our teammates are accomplishing, as well as of our ongoing commitment to our customers, employees, and the communities we call home.

Andy Jassy
President and CEO, Amazon



At a glance

Amazon's philanthropic contributions across the Puget Sound



#1 corporate philanthropist in the Puget Sound region.



22,000+ students across the Puget Sound received food, shelter, clothing, and school supplies through a \$1.7 million donation to local partners.



1.8 million+ meals delivered to underserved families.



\$78 million donated to 300+ Washington state nonprofits last year.



189 schools and 49,000+ students received STEM education, literacy, and career exploration courses through Amazon's philanthropic education programs.



71,000+ books donated to students from Seattle and Bellevue public schools so they can keep reading during summer break.



260+ volunteer events across our community supported by Amazon employees.



160,000+ bed nights provided to families experiencing homelessness at the Mary's Place shelter inside Amazon's headquarters.



50% reduction in ticket prices to the Bumbershoot festival thanks to Amazon funding.



\$549 million invested to create and preserve affordable housing in the Puget Sound region.



\$2 million donated to the Seattle Aquarium's Ocean Pavilion expansion project.



600 new homes created for people experiencing homelessness with \$5 million in Amazon donations to Plymouth Housing's PROOF Campaign.





Creating affordable housing across the Puget Sound

5,500+ affordable units

funded or preserved across the Puget Sound.

\$549 million

invested to create and preserve affordable housing in the Puget Sound region.

"As a leader in affordable homeownership lending, we are excited to partner with the Amazon Housing Equity Fund to create new, innovative pathways to homeownership that will help historically underserved households create generational wealth."

— Priya Jayachandran, CEO, National Housing Trust

We created the Amazon Housing Equity Fund because we believe everyone should have access to affordable housing. As the Puget Sound region faces an affordable housing shortage, we're committing our resources to increase the supply of long-term, affordable homes for low-to-moderate income residents. This includes a new pilot project to help moderate-income and minority families become homeowners and build generational wealth. Our \$2 billion Housing Equity Fund is a much-needed resource in addressing housing affordability across our hometown communities.



Homes for low-to-moderate income residents across Seattle

The Blueprint Portfolio is a collection of 354 affordable homes in six buildings across greater Seattle. All of these homes are located near transit and a range of neighborhood amenities and services. The project was created by SRM Development, a real estate company specializing in affordable multi-family developments in urban areas. With Amazon Housing Equity Fund support, SRM Development was able to work with the Seattle Urban League and the city of Seattle to convert these homes to affordable housing for low-to-moderate income residents. Because these are existing homes, SRM can bring them to market quickly.

"Without the support of the Amazon Housing Equity Fund, these 354 homes would not be available to those in need of affordable housing across Seattle. Through this partnership with Amazon, along with the city of Seattle and SRM Development, the Urban League will be able to keep these homes affordable for generations to come."

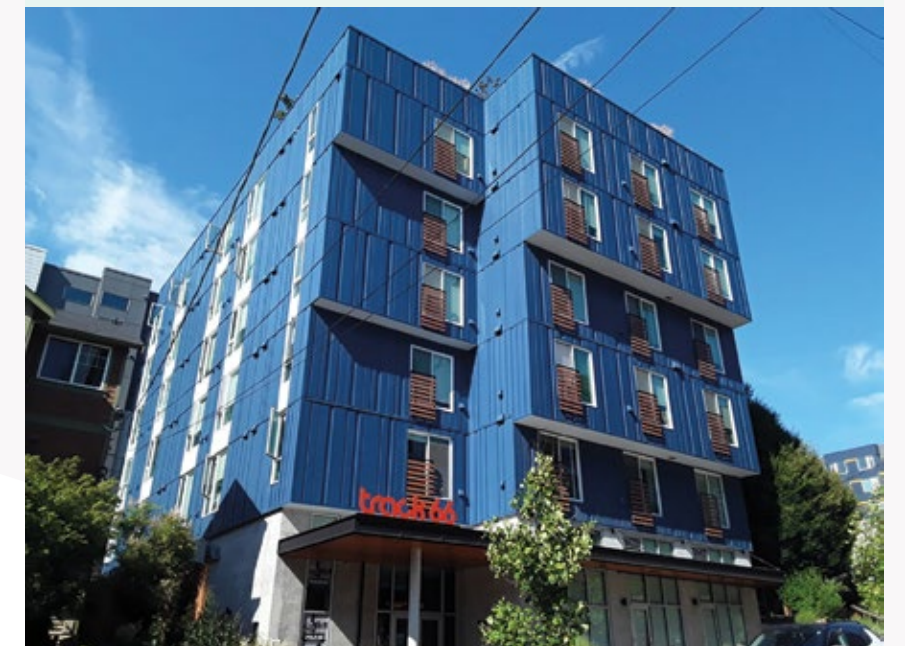
— Michelle Y. Merriweather, president and CEO, Urban League of Metropolitan Seattle

12,100+ residents

supported by Amazon-funded affordable housing investments across the Puget Sound.

\$40 million

committed to help moderate-income residents become homeowners, including hundreds of families across the Puget Sound.



Affordable housing commitments across the Puget Sound

We fund affordable housing no more than a half mile from public transit, making it easier for residents to access critical resources like jobs, schools, and retail. Residents living in Amazon-funded affordable housing units can save up to \$7,000 per year on transportation costs.



Beacon Pacific Village, Seattle

A new 160-unit affordable housing community on Beacon Hill at the site of Amazon's former headquarters.



Grata at Totem Lake, Kirkland, WA

A new-build apartment complex of 125 affordable housing units in partnership with TWG Development.



The Renton Sage Apartments, Renton, WA

A partnership to preserve 284 affordable housing units with local nonprofit Bellwether Housing.

Helping families experiencing homelessness

160,000+ bed nights

provided to families experiencing homelessness at the Mary's Place shelter inside Amazon's headquarters.

278+ families

have transitioned from the shelter into permanent housing.

Like in many communities across the country, too many families in the Puget Sound face the growing challenge of homelessness. We've taken a unique approach to help address this issue, developing a homeless shelter for 200 families inside an Amazon building in downtown Seattle. Mary's Place shelter helps families find safety, provides resources for housing and employment, and offers age-appropriate activities and connections to schools for kids. The shelter is supported by a caring community of staff and volunteers, many of whom are Amazon employees.

"The partnership between Mary's Place and Amazon is a testament to the transformative power of love and collaboration. The Amazon building shelter is a life-saving gift, and our Amazon family is always there by our side when we need them, letting our families know they matter, changing lives."

— Marty Hartman, executive director, Mary's Place, Seattle

"Being at Mary's Place, knowing that we were safe, and that my kids were loved and having fun in Kids Club, made it possible for me to take a breath, get my feet under me again, and start working on what was next."

— Paula, Mary's Place guest, Seattle





Tackling food insecurity

1.8 million+ meals

delivered to families across the Puget Sound.

7.1 million+ pounds of food

donated to food banks, pantries, kitchens, and shelters across Washington state.

\$2.9 million+ donated

to local organizations to support individuals and families experiencing food insecurity in our communities.

We support the critical work of several organizations that help individuals and families facing food insecurity across the Puget Sound. We do this through donations of food and financial support, and by delivering prepared meals and groceries on behalf of these organizations throughout our communities.

"We are so grateful that Amazon stepped up to support this urgent need for Nourish. With Amazon's support, we are now able to feed more families and expand our network of food donation partners. Amazon is taking us one step closer to a future where no one has to go to bed hungry in Pierce County."

— Sue Potter, CEO, Nourish Pierce County



Partnership with Compass Housing Alliance: food donation and delivery

At Amazon, we are committed to using the power of our logistics network to help address the needs of our communities. For example, we partner with the Compass Housing Alliance to donate and deliver 550+ meals per week to families in need across Seattle.

"We are thankful for the opportunity to develop this new program with the Amazon team. In 2023 we've been receiving nearly 700 pounds of high-quality grocery items per week and we immediately distribute these to families within our communities. These donations make such a difference for our residents who struggle to maintain stability in today's economy."

— Karen Wilson, Compass Housing Alliance





Broadening horizons through education

22,000+ students

in Seattle and Bellevue received food, shelter, clothing, and school supplies through a \$1.7 million donation to local partners.

\$360,000 in scholarships

awarded to nine students from the Puget Sound region by the Amazon Future Engineer program.

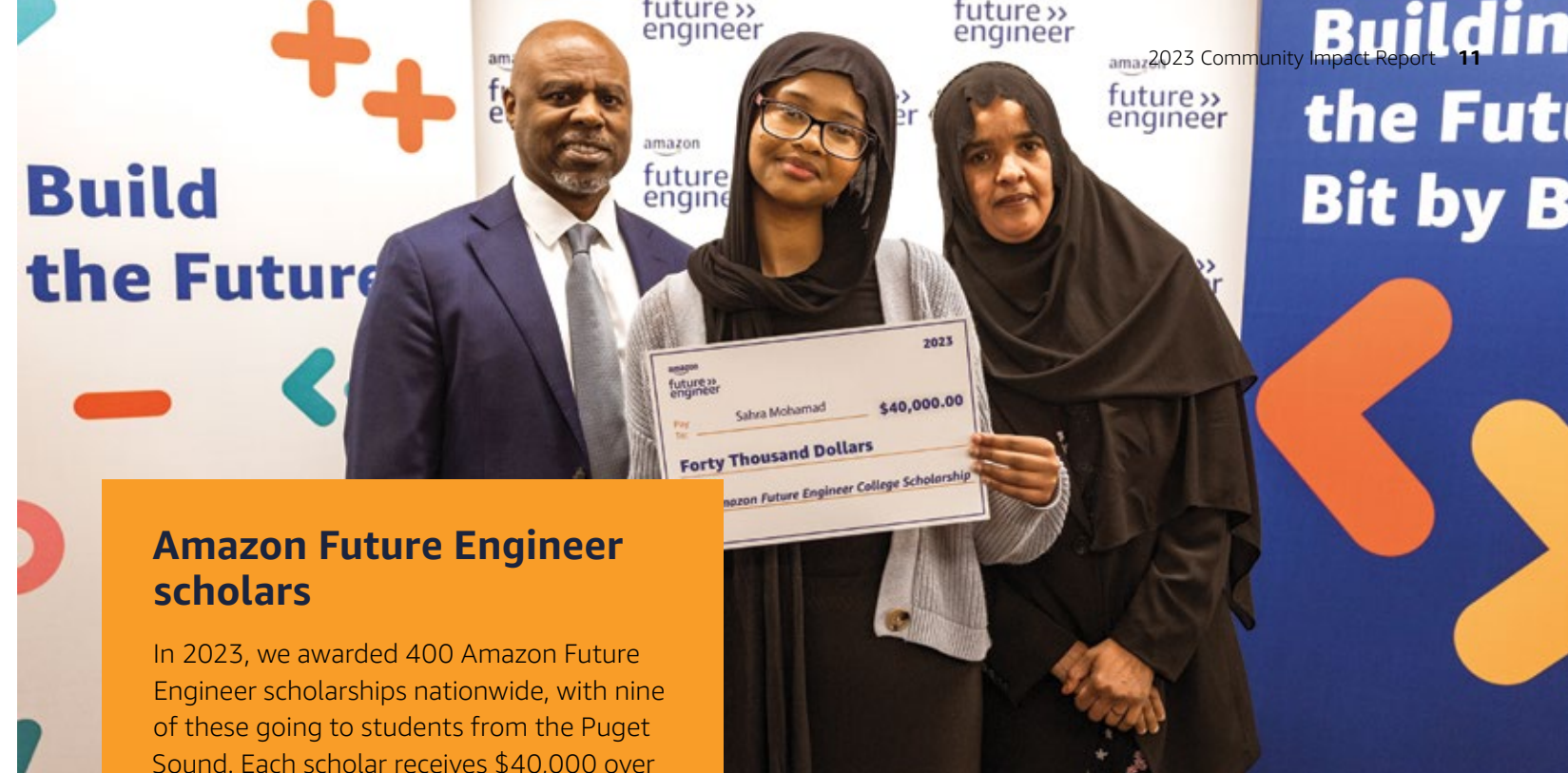
189 schools

and 49,000+ students received STEM education, literacy, and career exploration courses through Amazon's philanthropic education programs.

Education changes lives, and at Amazon we invest in programs to help children, higher-education students, and adult learners unlock their potential. Amazon's donations to local partners help underserved students access food, shelter, clothing, and school supplies—so they can focus on learning. And Amazon Future Engineer—our childhood-to-career computer science program—inspires and educates tens of thousands of students from the Puget Sound region each year.

"Our partnership with Amazon helps provide basic needs and reduces barriers to accessing critically needed support for Bellevue children facing food and housing insecurity. Since our collaboration began in 2020, we have significantly expanded our outreach and provided crucial support to a growing number of families, making a tangible difference in their lives."

— Jennifer Fischer, executive director, Bellevue LifeSpring



Amazon Future Engineer scholars

In 2023, we awarded 400 Amazon Future Engineer scholarships nationwide, with nine of these going to students from the Puget Sound. Each scholar receives \$40,000 over four years to study computer science or related fields at college. The scholars also receive a paid internship at Amazon to gain hands-on practical work experience with mentorship from technology leaders. Recipients were chosen based on academic achievement, demonstrated leadership, participation in school and community activities, work experience, future goals, and financial need.

"This is so unbelievable, especially as I am the first in my family going to college. The price tag for every school was so expensive, and now I know I'm going. I'm so thankful."

— Sahra Mohamed, scholarship recipient, Chief Sealth International High School



Mentoring Puget Sound students to become great readers

COVID-19 had a devastating impact on student literacy rates, with 67% of fourth graders reading below grade level, and low-income and minority households disproportionately impacted. Amazon partnered with local nonprofits Reading Is Fundamental and Page Ahead and mobilized hundreds of its Seattle-based employee volunteers to help students become more fluent readers through regular, dedicated mentoring sessions. Amazon also donated 71,000 books to Seattle and Bellevue public schools students so they could keep reading during their summer break and continue their learning journeys.





Expanding access to skills training

400 hours of free education

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

8,000 square feet

and five interactive exhibits available to the public at the AWS Skills Center in Seattle.

45,000+ residents

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

Amazon offers a vast array of education and training programs across the Puget Sound region to help individuals develop the skills they need for careers in technology. In 2021, Amazon opened its first AWS Skills Center in Seattle, offering free, in-person classes for adults with little or no technology experience. The Skills Center showcases real-world applications of cloud computing and related career possibilities. And AWS re/Start is a free training program with a focus on helping unemployed or underemployed individuals build essential skills for careers in cloud computing while connecting them to potential employers.



How Ariana from Seattle upgraded her skill set with Amazon's help

When longtime accountant Ariana Demel began to feel like her career trajectory had plateaued, she looked for ways to break into Seattle's tech industry. She enrolled in the free, three-month AWS re/Start program and received her AWS Certified Cloud Practitioner accreditation. Ariana is among the graduates from Seattle's first AWS re/Start cohort. This program has helped hundreds of residents in the region pursue jobs in the tech industry.



"I didn't know whether to enroll in a course or go back and get a second bachelor's degree. I still have the student loans out there from my first degree, so adding more educational debt to my load wasn't really an option for me."

– Ariana Demel, AWS re/Start program graduate

Partnering with 300+ local nonprofits

Providing access to nature. Increasing equity in education. Addressing the needs of people experiencing homelessness. The Puget Sound region has an incredible network of nonprofits that we are proud to support, and the list continues to grow. Some of these include:



Wellspring Family Services

This Seattle-based nonprofit is focused on preventing family homelessness before it happens and provides early interventions when it does. Over the past two years, Amazon has provided \$200,000 in funding to support teacher salaries and administrative staff to grow Wellspring's Early Childhood Learning Center (ELC).

"It can be challenging to compete with higher paying jobs in the public schools and elsewhere. Thanks to Amazon's generosity and other private and public funding, we can offer competitive wages and benefits that enable us to serve more children facing homelessness."

— Venesa Swan, ELC director, Wellspring Family Services

Northwest Indian College

Since 2020, Amazon has provided scholarships for students pursuing a Bachelor of Science in Native Environmental Science degree at Northwest Indian College, the only accredited Tribal college serving Washington, Oregon, and Idaho. With a main campus on the Lummi Indian Reservation and six extended campus sites, the college is home to one of the only Native environmental science programs in the nation.

"We are incredibly grateful for the generosity of Amazon, whose support has helped open doors for students and equip them with the tools to meet the unique needs of Tribal communities for years to come."

— Justin Guillory (Nez Perce Descendant), president, Northwest Indian College



wear blue: run to remember

Amazon is a sponsor of the organization's Gold Star Youth Mentorship Program, where active-duty service members are paired with the children of fallen military personnel to promote healing through running. Every year, Amazon's support has enabled the organization to help Gold Star youth participate in this program and help them on the path towards healing.

"The wear blue: run to remember organization is immensely grateful to Amazon for their unwavering support of the Gold Star Youth Mentorship Program. Through this powerful mentorship, our nation's surviving children are able to persevere through tragedy with optimism to build a promising future."

— Lisa Hallett, CEO, wear blue: run to remember

Seattle Parks Foundation

Since 2022, Amazon has partnered with the Seattle Parks Foundation and the Seattle Department of Parks and Recreation to help clean up and beautify our city's parks. Over 1,000 Amazon employee volunteers have participated in fertilizing urban forests, spreading mulch, removing invasive weeds, and cleaning up litter across 13 parks in southeast Seattle.

"We are proud of the impactful partnership with Amazon, which through hard work and hundreds of volunteer hours, has helped transform some of our city's most neglected parks by providing them the much-needed maintenance they need to continue to serve as valuable community amenities."

— Rebecca Bear, president and CEO, Seattle Parks Foundation



Youth Eastside Services

Amazon's partnership with Youth Eastside Services (YES) began in 2019, and our support has grown year over year. Amazon has provided over \$70,000 in funding to support YES's integrated care through agency, school, and community-based services to reduce substance abuse, support mental health, and a host of other challenges faced by today's youth—regardless of a family's ability to pay.

"We are grateful and honored to have the generous and continued support from Amazon, which helps YES reach 4,300 children, youth and family members annually, helping youth reach their full potential and grow into the person they aspire to be, while at the same time strengthening families."

— David Downing, CEO, Youth Eastside Services

Pets Mobile Pop-up Clinic

As part of Amazon's 2023 Pet Day, we provided a mobile veterinarian van to administer free vaccines and health evaluations to pets of residents living in Plymouth Housing's Plymouth on First Hill supportive housing development.



Creating even more opportunities across the Puget Sound region

A leading employer

75,000+

employees across the Puget Sound region, including our corporate, tech, operations, and logistics employees.

\$20.50/hour

average hourly wage across customer fulfillment and transportation employees, nearly three times the U.S. federal minimum wage.

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.

93%

average compensation increase for employees who graduate from the nine-month Amazon Technical Academy to become software development engineers.

Unlocking opportunity

56%

of new associates were unemployed before joining Amazon.

450,000+ hotel nights

booked by Amazon for meetings and events in the Puget Sound region last year.

298,000 jobs

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



Learn more at www.aboutamazon.com

Follow us [@AmazonNews](https://twitter.com/AmazonNews)



Printed on EU-Ecolabel certified paper. The EU-Ecolabel is awarded to products that meet stringent criteria regarding use of sustainably sourced or recycled materials and sustainable manufacturing practices.