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2025

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PRS GUITARS  
**COMMUNITY IMPACT  
SUMMARY**

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**PRS** PAUL  
REED  
SMITH  
GUITARS®

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PUBLISHED MAY 2026

# INTRODUCTION

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PRS Guitars was founded in 1985 in Annapolis, Maryland, USA by Paul Reed Smith. Since then, PRS has grown to become the third largest electric guitar manufacturer in the United States.

But we also try to keep thinking like a 40+ year old start up. Meaning, we continue to push ourselves forward in all regards, never believing our work is done.

Since day one, our mission statement has not changed.

## MISSION STATEMENT

Guitar building is an ongoing process of discovery. We are devoted to the guitar's rich heritage while committed to new technologies that will enrich our products with uncompromised tone, playability, and beauty. Our success depends on our ability to listen, implement positive change, and continually refine our craft.

Believing this, we strive to build the best guitars and guitar products possible and to serve our employees, customers, suppliers, and community with distinction.

## COMPANY IN PROGRESS

Even so, we realize we are a company in progress. We remain on the ongoing mission to continually evolve our products, our company culture, and our positive impact on the larger global community.

This Community Impact Summary is intended to give you a better idea of who we are, the type of community we strive to build, and the corporate responsibilities that we consider priorities. As it is a summary, there are sure to be things – potentially very important things – missing. It is our goal to update this report annually, reflecting on the prior year. Thank you for your continued support of PRS Guitars. Music unites.

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## JOHNS HOPKINS KIMMEL CANCER CENTER

Since its opening in 1973, the Johns Hopkins Kimmel Cancer Center (Baltimore, Maryland) has led the world in studying cancer and developing new ways to treat it. Since 2000, PRS Guitars has raised more than \$5 million for the Living with Cancer Resource Program. Focused on the supportive care needs of cancer patients and their families this important program provides emotional support, assistance with temporary housing and transportation, help with finances and legal matters and spiritual care – all free of charge.

The PRS Guitars and Johns Hopkins Kimmel Cancer Center Golf Tournament is one effort we join to raise monies for Hopkins. Offering some of the most unique, top-drawer charity foursome golf packages in the region, the event has become a way to not just raise financial support and awareness about cancer, but it has helped to make Johns Hopkins even more special for both its patients and their families.



Michael Hibler (Executive Director of Development, Johns Hopkins Kimmel Cancer Center), Paul Reed Smith (Managing General Partner, PRS Guitars), and Bill Nelson (Director, Johns Hopkins Kimmel Cancer Center) in 2015



Since  
**2000**

More than  
**5 Million**  
raised for Hopkins

More than  
**100**  
Custom Guitars  
Auctioned

*“Working with Johns Hopkins has been one of the honors of my life. Cancer has touched almost everyone in the world in some way, and Hopkins approach to solving this huge problem and working with those effected is world class. Their contribution to medicine is beloved. It is an absolute honor to support their work.”*

**-Paul Reed Smith**

## ONE NIGHT, ONE SHOW, ONE CAUSE CONCERT

Over the years, PRS has hosted several star-studded concerts in conjunction with the Johns Hopkins Kimmel Cancer Center. Along with the help of sponsors and our friends at Hopkins, we book a premier venue like the Modell Center for the Performing Arts at the Lyric Opera House and pack the house, with all proceeds going directly to the Living with Cancer Program. Performers who have given their time and talents to the cause have included Carlos Santana, John Mayer, Paul Rodgers, the Doobie Brothers, Journey, and more!



*John Mayer performs at One Night, One Show, One Cause Concert. 2018*



*Carlos Santana performs at One Night, One Show, One Cause Concert. 2014*

Performers who have given their time and talents to the cause have included:

**Carlos Santana, John Mayer, Paul Rodgers, the Doobie Brothers, Journey, and more!**

## ONE NIGHT, ONE SHOW, ONE CAUSE AUCTION

Always a hit at the One Night, One Show, One Cause event, PRS and Hopkins host a pre-concert auction where guitar enthusiasts, music lovers, art aficionados, and cause supporters can bid on one-of-a-kind instruments. The guitars, painted, decorated, or autographed by popular artists – and even professional athletes – draw much attention and bids frequently soar into the 5-figure zone.

## HOLIDAY DONATION LETTERS

Each year, we send letters to select partners, artists, and friends indicating that a donation was made in their name to the Johns Hopkins Kimmel Cancer Center. This tradition demonstrates our commitment to Hopkins, spreading charity during the holiday season, and including our extended family in supporting this great partnership. In 2025, we sent over 250 letters as part of our holiday gift program. These letters have successfully spurred additional private donations, amplifying our collective impact.

## KENT ISLAND HISTORY & COMMUNITY

In 1996, we relocated from our original Virginia Avenue shop to a new 20,000-square-foot facility on Kent Island, Maryland. This move provided an upgraded manufacturing space, supporting our growing team of skilled luthiers and enhancing our production capabilities. Our presence on Kent Island has positively impacted the local economy by creating numerous jobs and attracting visitors through factory tours and events. We actively engage with the community, including donations to local organizations like the Kent Island Federation of Arts, showcasing our commitment to supporting local culture and heritage.

## QAC COMPANY OF CHARACTER

2025 marks the third consecutive year that Queen Anne’s County Character Counts has recognized us as a Business of Character for our dedication to our mission, employees, and community. Character Counts! is a Queen Anne’s County initiative to increase character education by offering resources, training, and information about the Six Pillars of Character: trustworthiness, respect, responsibility, fairness, caring, and citizenship.

## SCRAP WOOD DONATIONS

In 2025, we donated scrap wood from our manufacturing floor to various schools in Queen Anne’s County. Students used the material for hands-on guitar building and various art projects.



## QAC PUBLIC LIBRARY

The Queen Anne’s County Public Library serves as an educational & cultural cornerstone for residents of all ages. In 2025, PRS Guitars donated a guitar, instrument cable, and chord chart poster to the Centreville branch’s new audio recording room, helping to bring music education resources directly into the public library system.

## ADVANCED MANUFACTURING PROGRAM (AMP)

PRS is a proud partner of neighboring Caroline County’s AMP program, a stellar example of business and scholastic partnership aimed at ensuring the vitality of local students. AMP provides knowledge and skills in a wide variety of areas – residential and commercial electrical systems, drafting, welding, mechanical system repairs, hydraulics, pneumatics, and steam power. In addition to preparing students to be competitive in the job market, AMP also provides a fundamental background for students planning to pursue an engineering degree. PRS Guitars has frequently donated materials to the program, and various members of our staff have volunteered their time to help lead engineering and drafting projects with students.

In 2025, for the first time, PRS donated full kits for the AMP program to build guitars for their eighth cohort.

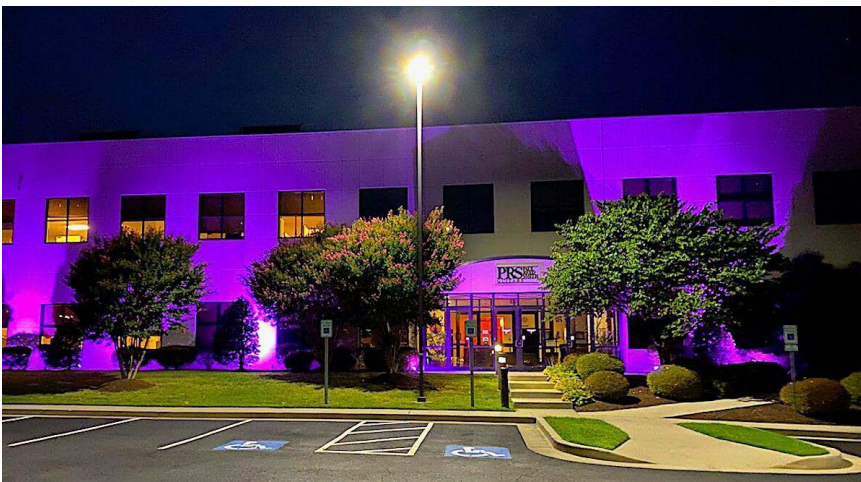


*PRS Senior Production Manager, Mark Carroll, AMP Instructor Keith Hale, and several students accepting delivery.*

## QUEEN ANNE'S COUNTY GOES PURPLE

QAC Goes Purple is a substance abuse awareness program that engages the community and youth to stand against substance abuse. QAC Goes Purple is an initiative from the Queen Anne's County Office of the Sheriff and Queen Anne's County Drug-Free Coalition, in partnership with the Opioid Intervention Team/Queen Anne's County Department of Health, Queen Anne's County Commissioners and Queen Anne's County Public Schools.

In 2025, PRS Guitars is proud to continue showing our support by lighting our building in purple to show solidarity with the group's mission.



## PAUL REED SMITH PARKWAY

PRS Guitars is still recognized as the largest private, full-time employer in Queen Anne's County. We are honored that Queen Anne's County recognized Paul Reed Smith's contributions by renaming the business park access road from Route 8 to Paul Reed Smith Parkway.







# SUPPORTING THE MUSIC & BROADER COMMUNITIES

PRS Guitars is always working to support local and national charity requests. As a growing company, we believe it is also important for us to grow our support of the broader community. We try to support a balanced range of causes each year with our primary focus being on music education and sustainability.



## COMMUNITY DONATIONS

-  COMMUNITY DEVELOPMENT
-  MUSIC EDUCATION
-  HEALTH NONPROFIT
-  ENVIRONMENTAL

*We do try to help where we can and when our resources permit. If you have a cause or event that you would like us to consider, please fill out and submit this form:*

### PRS CHARITABLE DONATION REQUEST FORM

Please note, we have a limited number of resources available for philanthropic causes, and unfortunately, as much as we would like to, we cannot help every organization that submits a request. We do not support organizations that are raising funds for a political party or politician.

[FILL OUT FORM](#)

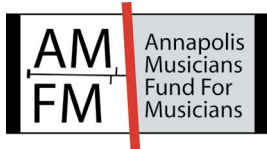
## MAKE MUSIC DAY

Celebrated annually on June 21st, Make Music Day is a tradition that has spread to more than 120 countries since its inception in 1982 as “Fête de la Musique.” Make Music Day is set aside for musicians of all kinds to unite through performance, collaboration, and mentorship by participating in thousands of free music-making events. To spotlight this positive global practice, we encouraged our Pulse Artists to participate in this year’s celebration, and many answered the call! Pulse artists demonstrated their skills in solo and collaborative efforts, and many official artists participated alongside them. [View the submissions here!](#)

The logo for Make Music Day features the words "MAKE MUSIC" in a large, white, hand-drawn, cursive font. The word "MUSIC" has a solid white dot for the letter 'i'. A white horizontal line is drawn underneath the word "MUSIC". Below this line, the date "JUNE 21" is written in a smaller, white, hand-drawn, cursive font. The entire logo is centered on a solid orange background.

MAKE  
MUSIC  
JUNE 21

In 2025, we continued our support of several organizations, including the International Musicians Summit, Bosom Buddies, The Center for Infant and Child Loss (we have donated a guitar every year since 1997), and the Chesapeake Bay Environmental Center.



## ANNAPOLIS MUSICIANS FOR MUSICIANS (AMFM)

PRS is always proud to partner with AMFM – an organization right in our backyard that works to support and maintain quality of life for Annapolis-area working musicians through times of unexpected hardship.



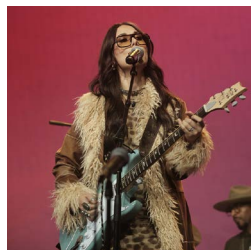
## GUITARS 4 VETS

A national nonprofit that uses guitar instruction to help veterans manage post-traumatic stress and depression, providing free lessons and instruments to those who have served. In 2025, PRS Guitars donated guitars to the organization, putting instruments directly into the hands of veterans in need.



## WOMEN'S INTERNATIONAL MUSIC NETWORK (WIMN)

PRS has been working with the Women's International Music Network since its founding in 2012. WIMN works to bring together women from all facets of the music industry by creating events, performances, and opportunities for conversations. WIMN is also behind the industry's She Rocks Awards, which honors and supports trailblazing women across the music industry. In 2025, PRS again sponsored the She Rocks Awards and PRS Artist Shantia + Curt Chambers performed as the event's opening act!



PRS Artist Shantia



PRS Director of Artist Relations, Bev Fowler, receives She Rocks Award in 2017



PRS Director of Marketing, Judy Schaefer, receives She Rocks Award in 2020



PRS Director of Supply Chain, Meghan Efland, Front and Center WIMN Interview

[WATCH VIDEO](#)

[WATCH VIDEO](#)

[READ INTERVIEW](#)

Paul Reed Smith is a guitar maker, musician, and the founder and Managing General Partner of PRS Guitars. He has a passion for giving back and teaching others.

## DEVELOPING MUSICIANS

Inspired by John and Yoko’s vision of embracing creativity and imagining peace, the John Lennon Educational Tour Bus is committed to providing youth, communities, and schools across the nation with free events, workshops, interactive experiences, and hands-on opportunities to create original audio, video, and broadcast projects that reflect their ideas and inspirations. Since 1998, the Lennon Bus has brought the nonprofit mobile studio featuring the latest music, audio and video products and solutions as well as workforce development, to many hundreds of thousands of students across the country. The Bus’ mission is made possible with the support of some of the other biggest names in music and technology including Apple, Dolby, and Avid.

In 2025, the bus paid a visit to PRS headquarters and we hosted 6 students from Kent Island High School to spend the day on the bus writing, tracking, recording a song and making a music video to accompany the song.



## DEVELOPING GUITAR MAKERS

Back at PRS, Paul Reed Smith also wears the hat of teacher. In addition to his daily work on the shop floor and in the PTC, Paul also leads classes on guitar-making for different employee groups throughout the year. The company's Director team, Production Management, and shop floor employees all benefit from Paul's teachings.



*Paul Reed Smith teaches a guitar building class at the PRS factory.*

## DEVELOPING GUITAR MAKERS WORLDWIDE

PRS is committed to our partners at PRS Japan and the PT Cort guitar factory in Indonesia, where our solid-body electric SE instruments are made. In 2025, we invited our Japanese dealers to visit the Indonesian factory to spend quality time with the employees and experience our processes firsthand.



While most companies hope to build a community of buyers, PRS strongly recognizes the need to continually build community within the company as well. The PRS community of employees is constantly evolving and grows our individual perspectives, insights, and experiences. We feel that engaging programs and events help both new and seasoned employees feel a sense of belonging, comradery, and positive vibes from being a part of something special.

From our engaged Human Resources staff and the PRS Fun Committee, the opportunities to collaborate, share, play music, cheer co-workers, give back to our community at large, and learn new skills assures that there is something for everyone on the calendar.

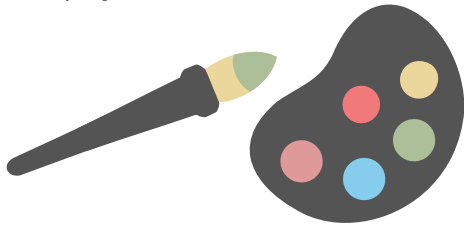
## WINTER BLAHS PARTIES

The Winter Blahs Party was born in the late 1990's in the middle of a particularly long Maryland winter. Without the ability to get outside to have our fun, PRS employees formed pick-up bands for a special night of performances. Revived in 2018, the Winter Blahs is one of the most looked-forward-to events of our year. Employee-only bands form, create a unique set for their performance, and we take a night to put on an incredibly memorable show. Paul Reed Smith is known to participate as well – it is fun for all.



## EMPLOYEE ART SHOW

In addition to musicians, PRS employs a lot of talented artists of all mediums. Employee Art Shows give employees a way to showcase and sell their wares while mingling with their coworkers. Pottery, wood carvings and small constructions, jewelry, oil paintings, hand-made greeting cards, and tie-dyed clothes have all been on display.

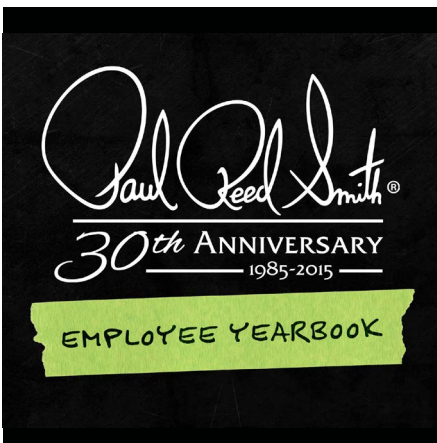


## EMPLOYEE EDUCATION INITIATIVES

In addition to Paul Reed Smith’s classes on guitar making (page 14), we have also developed an ongoing training schedule for our employees. All managers received training on leadership and goal setting as well as first responder training. PRS also hosted diversity training and active shooter training for all employees. Our drug awareness training initiative prompted the company to receive a 43rd Annual Governor’s Crime Prevention Award.

## EMPLOYEE COMPILATION ALBUMS

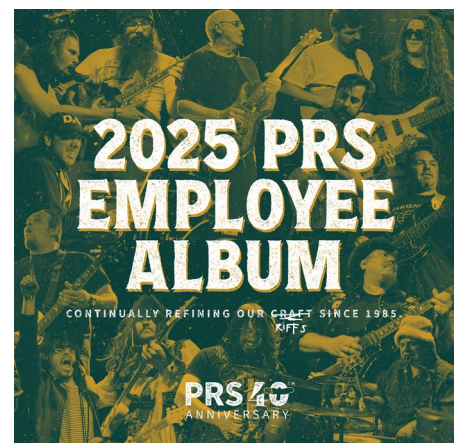
On our major anniversary years, we don’t just celebrate with guitar models and events. We also celebrate internally by curating and releasing PRS Employee albums, we think of them as a yearbook of sorts. All employees are encouraged to submit a song – either from their current band or from a music collaboration made just for this moment. We then have all the songs mastered and gift each employee with a physical CD and digital download of the final album. Here’s our album, from 2015, 2020, and 2025.



[LISTEN TO ALBUM](#)



[LISTEN TO ALBUM](#)



[LISTEN TO ALBUM](#)

PRS cares deeply about its employees and the communities in which we all live and serve. We are committed to strengthening our local communities by using our resources along with help from employees to make a positive social impact where it is most needed.

## HOLIDAY CHEER

At PRS Guitars, our annual Halloween and Ugly Sweater Days bring festive cheer and camaraderie among employees, fostering a sense of community and joy in the workplace. These fun-filled events boost team spirit and create opportunities for staff to connect and share the holiday spirit. We strengthen our bond and cultivate a positive, inclusive work environment by celebrating together.



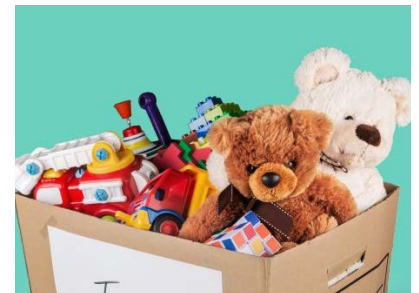
## FOOD DRIVES

In 2025, we held a food drive where employees formed teams to create a fun and competitive atmosphere. This resulted in an impressive collection of more than 2800 items and a donation of 85 boxes of food to four local organizations, including the Anne Arundel County Food Bank, Haven Ministries, Martin’s House and Barn, and The Neighborhood Service Center. Food insecurity remains a significant issue in Maryland, with nearly 36% of residents affected in 2025, highlighting the importance of our efforts.



## TOYS FOR TOTS ANNUAL COLLECTION

At the request of the PRS Fun Committee, PRS places Toys for Tots collection boxes in our lobby each holiday season. Happily, the boxes quickly overflow with holiday gifts for children in need. As each full box is picked up, another is soon overflowing again as PRS employees share what they can for our community.



## BLOOD DRIVES

Many of us have been in need of medical attention that includes lifesaving blood. Local hospital lifesaving blood continues to outpace community donations, so we feel our help in this area is vital. PRS hosts annual (sometimes semi-annual) blood drives as a convenient way that employees can donate to help combat the shortage.



## 1ST ANNUAL MIKE SONDHEIMER PET DRIVE

In honor of the passing of one of our employees and an avid animal lover, this pet drive was established in 2025. More than 800 items were collected and donated to the Queen Anne’s County Animal Services pet shelter, including food, treats, bedding, medical & grooming supplies, kennels, and other accessories.

## EMPLOYEE WELLNESS

Throughout the year, we host several other events and activities, such as:

- |  |  |   |                                      |
|--|--|---|--------------------------------------|
|  | <b>MONTHLY SAFETY INCENTIVE MISSIONS</b>             |  | <b>WEEKLY DONUT/COOKIE TREATS</b>    |
|  | <b>ONSITE EMPLOYEE GUITAR LESSONS</b>                |  | <b>PEDAL NIGHT</b>                   |
|  | <b>FLU SHOT CLINICS</b>                              |  | <b>CARS AND COCKTAILS</b>            |
|  | <b>T-SHIRT DESIGN CONTESTS</b>                       |  | <b>WALKTOBER WELLNESS INITIATIVE</b> |
|  | <b>FREE MENSTRUAL PRODUCTS PROVIDED IN RESTROOMS</b> |  | <b>QUARTERLY COFFEE BREAKS</b>       |
|  |  |  | <b>HEALTH FAIR</b>                   |

## FUN FACT!

PRS Guitars is the largest private, full-time employer in Queen Annes County, employing around 420 employees! We are proudly a multi-generational workforce. As of 2025 yearend, our employees range from ages 19 – 73!

Meet some of PRS’s longest-tenured employees [here](#).



To learn more about PRS’ culture, check out our blog:

**#WEMAKEPRS**

To see current, available job postings, please visit:

**PRS CAREERS**



All water coolers are equipped with tankless systems. This has eliminated our use of 5-gallon water bottles throughout the factory and saved thousands of single-use plastic water bottles



High-traffic common spaces feature automatic shut-off lights including kitchenette spaces, break rooms, and restrooms



Household recycling containers are accessible throughout the factory for paper, glass, plastic, aluminum, and cardboard



Digital Bulletin Boards are located throughout the factory to increase communication and cut down on paper handouts



Paperless processes are in place for Employee Reviews and Goal Tracking



Guitar string recycling containers are located throughout the manufacturing floor to be utilized by our assembly and inspection teams. We are also an official drop-off site for guitar string recycling with TerraCycle



*Michael Reed & Paul Platts out in the wild*

At the core of our commitment to sustainable and ethical wood sourcing, we are dedicated to using only woods that are legally and, more importantly, ethically sourced. This is done in every case by detailed in-person field examinations beginning with the source for every wood species used at PRS Guitars. If a wood is being legally sourced, but it is determined that serious ethical questions or deleterious environmental effects surround its procurement, it will not be used. This commitment to in-person field examinations has taken the PRS procurement team to five continents where we source wood and has given us the unique ability to avoid doing business with unscrupulous wood suppliers. As a result, we have been able to develop highly personal and mutually reliable relationships around the world, some dating back to 1985: the inception of the company. The twenty first century guitar-making world is a fundamentally different one than the one we started with so many years ago. Our early recognition of the more serious environmental issues facing not only the guitar industry, but our planet, has resulted in the development of an integrated plan for sustainability in all facets of wood procurement at PRS Guitars.

## PRS GUITARS MARYLAND GREEN REGISTRY

PRS Guitars continues to participate in the Maryland Green Registry, demonstrating our commitment to continuous improvement in environmental stewardship and our role as a responsible, forward-thinking organization in the state of Maryland.



Maryland  
Green  
Registry

## RECYCLING EFFORTS AT PRS GUITARS WITH TERRACYCLE

Through our ongoing partnership with TerraCycle, PRS Guitars continues to divert difficult-to-recycle waste from landfills. Guitar string recycling containers are stationed throughout the manufacturing floor, and we serve as an official public drop-off site for guitar string recycling. Our cumulative recycling efforts with TerraCycle have processed hundreds of pounds of used strings, K-Cup pods, batteries, and other materials.



Guitar string recycling containers

## **COOL EARTH GUITAR AUCTION**

In 2025, PRS Guitars held a special eBay auction for a one-of-a-kind Private Stock guitar built by Wood Buyer Michael Reid. When FEMA planned to mulch downed trees in Puerto Rico following Hurricane Maria, Michael’s instinct was that those trees deserved a second life. The result was a 35th-anniversary instrument featuring figured Puerto Rican mahogany, a Brazilian rosewood fretboard, and a Cuban Flag inlay inspired by a chance encounter with a Cuban dissident. This guitar tells a story of resilience, renewal, and the healing power of Music.

100% of the auction proceeds were donated to Cool Earth, an organization that protects endangered rainforests by empowering the local communities that live within them.



## **NAMM FOUNDATION LA FIRES FUND WITH JULIEN’S AUCTION HOUSE**

Julien’s Auctions is one of the world’s premier music memorabilia auction houses, bringing together collectors, fans, and artists in support of meaningful causes. In November 2025, PRS Guitars donated a John Mayer-signed Silver Sky Electric Guitar in Black Tee Satin for inclusion in Julien’s annual Played, Worn & Torn auction held at the Musicians Hall of Fame & Museum in Nashville, Tennessee. The guitar sold for \$6,400, with proceeds directed to the NAMM LA Wildfires Relief Fund in support of the music community affected by the devastating fires across Los Angeles.





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