

Jason Wiener, P.C.

2017 BENEFIT REPORT

Created from the 2017 B Impact Assessment on the version designed for:
Service companies, 0 employees, Developed Markets - U.S.

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Thank you for your interest in Jason Wiener, P.C.'s 2017 Benefit Report.

Jason Wiener, P.C. is a legally-incorporated benefit corporation in the state of CO¹. A benefit corporation is a corporation that has voluntarily met the highest standards of corporate purpose, accountability, and transparency. Benefit corporations have a corporate purpose to create a material positive impact on society and the environment, have expanded the fiduciary duty of their directors to include consideration of stakeholder interests, and are required to report on their overall social and environmental performance.

In this report you will find:

- B Impact Report: a quantitative summary of this company's overall social and environmental performance assessed against the third party standard B Impact Assessment (BIA) in relation to each key stakeholder group and as compared to certain benchmarks
- Benefit Report Narrative: a set of narrative responses to questions required by the benefit corporation statute, including a discussion of why this benefit corporation chose the BIA as their reporting and impact management tool
- B Impact Assessment: answers to each BIA question assessing the company's positive impact on its workers, community, customers, and the environment

If you have any questions about benefit reports or benefit corporations generally, please visit benefitcorp.net or email thelab@bcorporation.net.

¹Benefit corporations (or benefit LLCs) are different from Certified B Corporations (aka B Corps). The most important difference from the perspective of a reader of this report is that benefit corporations, unlike Certified B Corporations, are not required to have their performance validated or certified by a third party.

Jason Wiener, P.C.

2017 B Impact Report

	Company's Points	Ordinary Businesses** UNVERIFIED	B Corps*** CERTIFIED
Overall B Impact Score	87 pts	51 pts****	97 pts****
Governance	20	6	14
Corporate Accountability	4	3	10
Transparency	6	3	4
Workers	N/A	20	26
Compensation, Benefits & Training	N/A	15	17
Worker Ownership	N/A	1	3
Work Environment	N/A	4	5
Community	33	15	44
Community Practices	32	10	20
Suppliers & Distributors	5	2	4
Local Involvement	9	3	6
Diversity	7	1	3
Job Creation	N/A	1	2
Civic Engagement & Giving	11	2	5
Customers	21	5	18
Consumer Products & Services	21	5	18
Serving Those In Need	2	N/A	N/A
Products or Services	N/A	N/A	N/A
Environment	13	6	13
Environmental Products & Services	N/A	2	8
Environmental Practices	13	N/A	N/A
Land, Office, Plant	6	3	5
Inputs	5	1	3
Outputs	2	1	1
Suppliers & Transportation	N/A	0	3

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** Median score of Ordinary Businesses that have completed the B Impact Assessment (BIA).

*** Median scores of all Certified B Corporations that have received a minimum certified score of 80 on the BIA.

**** For Ordinary Businesses and Certified B Corps, Total B Impact Scores will not equal the sum of the sub-scores since each reflects a median score.

Benefit Report Narrative

Benefit corporation statutes require a benefit report to include narrative responses to a specific set of questions. Below are our responses to those statutory questions.

Jason Wiener, P.C. selected the B Impact Assessment (BIA) as the third party standard to prepare this benefit report because it is the most widely-used impact measurement and management tool in the world. It is used by more than 30,000 businesses to measure, compare, and improve their overall social and environmental performance, as well as by an increasing number of investors, business associations, and government entities serious about understanding and benchmarking the impact of the companies in which they invest and with which they do business. The BIA is governed by the nonprofit B Lab and meets the statutory requirement that a third party standard must be comprehensive, credible, transparent, and independent. More information about the BIA and B Lab is available at bimpactassessment.net.

Describe the ways in which the benefit corporation pursued general public benefit during the year and the extent to which general public benefit was created.

Jason Wiener|p.c. is designed to focus its legal and business consulting services for general public benefit. From the types of clients we work with, to the style and method of delivering high quality service, general public benefit is at the heart of our work and our mission.

If applicable, describe the ways in which the benefit corporation pursued a specific public benefit that the articles of incorporation state it is the purpose of the benefit corporation to create and the extent the specific public benefit was created.

Jason Wiener|p.c. vets clients on the basis of alignment with its stated public benefit purpose. In 2016, the vast majority of services were provided to the types of businesses identified. These include cooperatives, public benefit corporations, mission-driven companies, entrepreneurial non-profits and impact investment firms. Jason, himself, spoke publicly about democratic ownership structures, clean energy and social enterprise and reached more than 500 individuals in the greater Boulder-Denver community. The section on Public Benefit Purpose performance describes the details as to how general public benefit was created in 2015.

Describe any circumstances that have hindered the creation by the benefit corporation of general public benefit or specific public benefit this period.

Identifying, recruiting and retaining talented attorneys experienced with and passionate about cooperatives and other social enterprises.

Describe the process and rationale for selecting the third party standard used to prepare the benefit report

Jason Wiener|p.c. underwent B Certification in 2015. In preparing the 2015 Benefit Report, we selected the B Impact Assessment as the third party standard. The standard provides a dynamic and rigorous standard by which to measure our performance in key social and environmental sustainability areas.

If applicable, provide an explanation for changing the third-party standard used to prepare the benefit report.

N/A.

If applicable, provide a statement of any connection between the organization that established the third-party standard, or its directors, officers or material owners, and the benefit corporation or its directors, officers or material shareholders, including any financial or governance relationship which might materially affect the credibility of the use of the third-party standard.

N/A.

In this benefit report, was assessment of the overall social and environmental performance of the benefit corporation against a third-party standard applied consistently with any application of that standard in prior benefit reports?

- NA- This is the company's first benefit report
- No
- Yes

If a difference exists in the application of the standard from prior benefit reports, provide an explanation of the reasons for it.

N/A.

Provide the name of the benefit director and the benefit officer, if any, and the addresses to which correspondence to each of them may be directed. Note: some states do not mandate that a Benefit Director or Benefit Officer exist, so this question may not apply. You can find more information about the requirements of individual states here: <http://benefitcorp.net/sites/default/files/Benefit%20Corporations%20Chart.pdf>

Benefit Director: Name

Jason Wiener

Benefit Director: Address

Benefit Officer: Name

Benefit Officer: Address

If applicable, provide a statement from the benefit director or the board of directors as to whether the benefit corporation acted in accordance with its general, and any named specific, public benefit purpose, and whether directors complied with their duty to consider the impact of decisions on stakeholders, and if in the opinion of the benefit director or board of directors they did not, a description of the ways in which they did not comply.

If applicable, provide additional information or explanations required by your state's specific benefit corporation statute.

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B Corp Inclusion Challenge (US)

What % of the company is owned by the following groups?

- 0% 1-9% 10-24% 25-49% 50%+ Don't know
-

Women and/or individuals from underrepresented populations, including low-income communities

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- 0%
 1-9%
 10-24%
 25-49%
 50%+
 Don't know
 N/A - No board of directors or equivalent

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?

- 0% 1-9% 10-19% 20-29% 30%+ Don't Know

What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:

- No formal screening process in place
 Screened for negative practices or regulatory non-compliance (e.g. no child labor)
 Screened for positive practices beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

Is your company's business model designed to create a more inclusive economy? If so, which of the following best describes your business model?

- Our product or service is designed to address a specific social problem for underserved individuals, such as access to basic services, health care, education, or economic opportunities
 Our company is at least 40% owned by all of our non-executive workers or suppliers
 Our company focuses on alleviating poverty through its supply chain or distribution networks (for instance through fair trade purchasing or micro-enterprise models)
 Our business model is designed to support and build the economic vitality of our local community through local sourcing, banking, service, ownership, etc.
 Our company has a formal program to hire and train people with chronic barriers to employment.
 Our company has a charitable giving business model focused on donating at least 2% of our revenues specifically to create economic opportunities for under-served groups
 None of the above

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If you already have an inclusive business model identified above, what is the magnitude of that business model in relation to your overall business, i.e. what % of your revenues are from the product designed to provide basic services to those without access, or what % of your workers are from a chronically underemployed population?

25%

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
- Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
- Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- Other - Please describe
- None of the above

Other: already a PBC

Recognizing that any list of key metrics will always be incomplete, and the metrics from the BIA as a whole can always be improved, are there other key inclusive metrics that you would like to improve upon?

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Democratic Workplaces

Which of the following democratic workplace practices does your company follow? (check all that apply)

- Management Participation: Company has explicit structures for non-management workers to participate in the management of the company, for example through management-worker committees, worker approval required on certain major decisions, etc.
- Governance participation: Non-management workers play a role in choosing the board of directors, i.e. by voting for board members or having representation on the board.
- Training and Education: Company has a policy to provide training that builds a culture of ownership, such as financial and business literacy training or cooperative decision making.
- Economic Participation: Non-management workers receive a share of profits or surplus based on hours worked, relative salary, or other measure of their contribution to the company. (This does not include dividends based on capital investment in the company.)

Is your company a worker owned cooperative? If so, which of the following worker cooperative practices and principles does your company follow?

- N/A our business is not a worker cooperative
- Path to Ownership: Company has a documented path to ownership available to all workers, with defined eligibility criteria, which may include minimum tenure, minimum hours worked per year or other criteria that are not intended to limit membership to a select group or groups
- Ownership: Worker-owners each own one voting share and maintain a controlling interest in the company
- Initial capital contribution: To become a worker-owner, all workers make an equal financial investment to purchase a voting membership share.
- Governance control: A majority of the Board of Directors is elected by worker-owners on one worker, one vote basis (or a Collective Board comprised of all worker-owners that conducts separate governance meetings)
- Demutualization Clause: The company's formal governing document (bylaws, articles of incorporation, operating agreement) includes a clause specifying exactly how assets will be distributed should the company dissolve operating as a worker-cooperative.
- Indivisible Reserves: Company maintains a financial reserve that is for the long-term financial security of the company; and upon potential dissolution of the company, indivisible reserve account assets are not distributed to members but are allocated to benefit the cooperative movement.
- Cooperative Principles: Company has a written commitment to the International Cooperative Principles and/or other cooperative values, for example in governing documents, public display, or employee handbook.
- Community of Cooperation: The company openly shares best practices and tools with other companies that practice these values, companies that are interested in these values, and the wider cooperative community.

Total wages (including bonuses, but excluding patronage and profit sharing) paid to all workers/employees during last fiscal year.

██████████

In the last fiscal year, how much did the company pay out in profit sharing and patronage distribution to workers? (Please report in USD.)

██████████

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Retained Earnings: In the last fiscal year, how much did the company retain in a collective account to be used for long-term financial sustainability, growth/expansion, etc. (Please report in USD.)



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B Impact Assessment

Governance

Governance: Mission & Engagement

GV1.1 **Select the description that best describes your business.** [Not Weighted]

- Positive social/environmental impact is desirable but not a particular focus for our business.
- Social and environmental impact is frequently considered but it isn't a high priority.
- We consider social and environmental impact in some aspects of our business but infrequently.
- We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

GV1.2 **Does your company have a corporate mission statement, and does it include any of the following?** [Less Weighted]

- No written statement
- A written corporate mission statement that does not include a social or environmental commitment
- A general commitment to social and/or environmental responsibility and stewardship
- A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)
- A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)

GV1.3 **Please type or paste your mission statement here.** [Not Weighted]

Founded on and committed to building a regenerative and sustainable economy, Jason Wiener|P.C. is a boutique legal and business consulting practice, which specializes in mission-driven companies, social and environmental enterprise, and impact services, by providing affordable, accessible and responsive general outside counsel services for all phases and facets of business.

GV1.5a **Does the Board of Directors or equivalent governing body review the company's social or environmental performance on at least an annual basis?** [Equally Weighted]

- Yes No N/A - No Board of Directors or equivalent governing body

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GV1.8a **In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?** [Less Weighted]

- No formal stakeholder engagement
- Annual stakeholder meeting
- Online stakeholder forum to provide/report social or environmental concerns or feedback
- Meetings or other engagement mechanisms with local community members
- Meetings or other engagement mechanisms with social or environmental advocacy groups
- Community/environmental representation on an advisory board.
- Third party or anonymous surveys about social/environmental performance
- Other (please describe)

GV1.10 **Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives?** [Equally Weighted]

- We don't track key social or environmental performance indicators
- We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Governance: Corporate Accountability

GV2.1a **What is the company's highest level of corporate oversight?** [Less Weighted]

- Owner/Manager only
- Non-Fiduciary Advisory Board
- Board of Directors or Equivalent

GV2.2b **Which of the following apply to your company's Board of Directors or equivalent governing body?** [Equally Weighted]

- Meets at least twice annually
- Includes at least 1 independent member
- Oversees executive compensation
- Company is a co-op and elects Board from membership
- None of the Above
- N/A - no Board of Directors or equivalent

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GV2.3a **Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?** [Less Weighted]

- Executive employee representative
- Non-executive employee representative
- Community expertise (e.g. local university representative)
- Environmental expertise (e.g. environmental nonprofits)
- Customers
- None of the above
- N/A - no Board of Directors or other governing body

Governance: Transparency

GV4.1b **Does the company produce financials that are reviewed by the Board, other formal governing body, or independent third party?** [Equally Weighted]

- Yes No

GV4.5b **Does the company publicly share information on its social and/or environmental performance? If so, how?** [Equally Weighted]

- No public reporting on social or environmental performance
- Specific quantifiable social and/or environmental indicators or outcomes are made public
- Company sets public targets and shares progress to those targets
- Information is shared/updated annually
- Information is presented in a formal report that allows comparison to previous time periods
- Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated the information shared
- Impact reporting is integrated with financial reporting

GV4.6 **Is your product or service covered by a written consumer warranty or client protection policy?** [Less Weighted]

- Yes No

GV4.7 **Is there a publicly-known mechanism through which customers can provide product feedback, ask questions, or file complaints?** [Less Weighted]

- No
- Yes, there is a mechanism for feedback to be sent only privately to company
- Yes, there is a mechanism where feedback is made transparent to the public

Governance: Governance Metrics

GV5.1 **On what date did your last fiscal year end?** [Not Weighted]

12/31/2016

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GV5.2 **Reporting currency** [Not Weighted]

US Dollar - USD

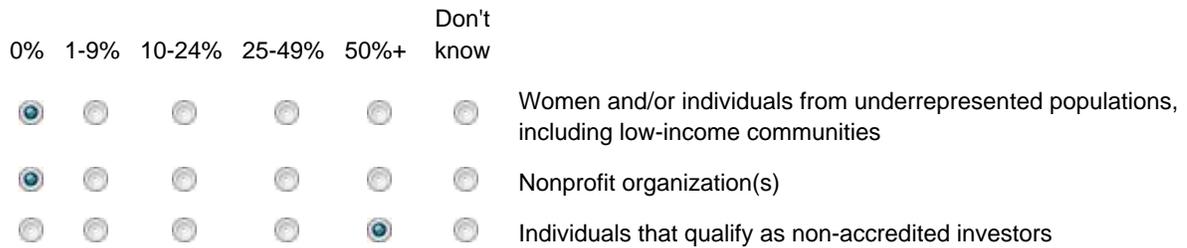
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Community

Community: Diversity & Inclusion

CM3.2 What % of the company is owned by the following groups?



CM3.3 Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women	0%
Low income communities	0%
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)	0%

CM3.5 What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations? [Equally Weighted]

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50%+
- Don't know
- N/A - No board of directors or equivalent

CM3.6 Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women	0%
Low income communities	0%
Minority/previously excluded populations	0%
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)	0%

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CM3.11 **What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?** [Equally Weighted]

- 0% 1-9% 10-19% 20-29% 30%+ Don't Know

CM3.12 **Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?** [Less Weighted]

- Yes No N/A: Such policies are illegal in my country of operations

Community: Civic Engagement & Giving

CM4.1c **Does the following apply to the company's charitable giving and civic engagement in policy or in practice?** [Equally Weighted]

- Statement on the intended social or environmental impact of company's charitable contributions
 Cash and in-kind donations (excluding political causes)
 Community service and pro bono service
 Formal donations commitment (e.g. 1% for the planet)
 Other (please describe)
 None of the above

CM4.5 **Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year.** [Not Weighted]

18.00

CM4.6a **What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period?** [Heavily Weighted]

- 0%
 .1-.9% of time
 1-2.4% of time
 2.5-5% of time
 >5% of time
 Don't know / not monitored

CM4.8a **What was the equivalent % of revenue donated to charity during the last fiscal year?** [Most Heavily Weighted]

- No donations last FY
 0.1-0.4% of revenues
 0.5-1% of revenues
 1.1-2.4% of revenues
 2.5-5% of revenues
 5%+ of revenues
 Don't know

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CM4.9 **Which organizations does your company support?** [Not Weighted]

Colorado Public Radio, Rose Community Foundation, RMEOC, Watsi, Coop Development Foundation, Preemptive Love Coalition, SELC

Community: Local Involvement

CM5.1a **We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.** [Not Weighted]

Virtual office, with membership at Alliance Center & Impact Hub, frequent community and client visits.

CM5.3a **What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities?** [Equally Weighted]

<20% 20-39% 40-59% 60%+ Don't know

CM5.8 **Is the majority of your company's banking services provided by an institution with any of the following characteristics?** [Equally Weighted]

- A certified CDFI or national equivalent social investment organization
 - A Certified B Corporation
 - A member of the Global Alliance for Banking on Values
 - A cooperative bank or credit union
 - A local bank committed to serving the community
 - An independently owned bank
 - None of the above
-

Community: Suppliers, Distributors & Product

CM6.1 **Please select the types of companies that represent your Significant Suppliers:** [Not Weighted]

- Product Manufacturers
- Professional Service Firms (Consulting, Legal, Accounting)
- Independent Contractors
- Marketing/Advertising
- Office Supplies
- Benefits Providers
- Technology
- Raw materials
- Farms
- Other

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CM6.2 **Does your company screen and/or evaluate Significant Suppliers for social and environmental impact?** [Not Weighted]

Yes No

CM6.4 **What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:** [Equally Weighted]

- No formal screening process in place
- Screened for negative practices or regulatory non-compliance (e.g. no child labor)
- Screened for positive practices beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

CM6.5a **When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply?** [Equally Weighted]

- No formal supplier monitoring and evaluation process
- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- Company visits a majority of Significant Suppliers on-site

CM6.16 **Which of the following describe your relationships with all your company's independent contractors?** [Equally Weighted]

- Formal routine process for independent contractors to receive post-project/contract performance feedback
- Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
- Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
- We have independent contractors, but have not engaged in any of these practices
- N/A - We haven't used independent contractors in the last year

CM6.22a **What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.** [Equally Weighted]

- 0%
- 1-9%
- 10-24%
- 25-74%
- 75-99%
- 100%
- Don't know
- N/A

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Environment

Environment: Environment Introduction

EN1.27 **What kind of facilities does your business primarily operate in?** [Not Weighted]

- Company owned office space
- Leased office space
- Co-working Space
- Virtual/ Home Offices

Environment: Land, Office, Plant (Virtual Office)

EN2.5.14a **Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?** [Heavily Weighted]

- There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
- Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
- Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
- Employees are provided with a list of environmentally preferred vendors for office supplies
- None of the above

Environment: Inputs

EN3.1a **Does your company monitor, record and/or report its energy usage?** [Equally Weighted]

- We do not currently monitor and record usage
- We monitor and record usage (no reduction targets)
- We monitor and record usage, and have specific reduction targets
- We monitor usage and have met specific reduction targets during the last fiscal year

EN3.1b **Does your company monitor, record and/or report its water usage?** [Equally Weighted]

- We do not currently monitor and record our usage
- We monitor and record usage (no reduction targets)
- We monitor and record usage, and have specific reduction targets
- We monitor usage and have met specific reduction targets during the last fiscal year

EN3.2 **Total energy used (Gigajoules) during the last 12 months:** [Not Weighted]

0.45

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EN3.3 **Total energy used from renewable resources (Gigajoules) during the last 12 months:** [Not Weighted]

0.29

EN3.4 **Total water use (liters) during the last 12 months** [Not Weighted]

14,952.38

EN3.6a **What % of energy use is produced from low-impact renewable sources?** [Heavily Weighted]

0% 1-24% 25-49% 50-74% 75-99% 100% Don't know

EN3.7a **Has the company increased its % use of low impact renewable energy annually at its corporate facilities?**
[Equally Weighted]

Yes No Already Maximized (100% low impact renewable)

EN3.8a **For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year?** [Equally Weighted]

- Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc.
- Other (please specify)
- None of the above
- N/A - We utilize virtual office

EN3.10a **Which of the following water conservation methods have been implemented at the majority of your corporate offices:** [Equally Weighted]

- Low-flow faucets/taps, toilets/urinals, showerheads
- Grey-water usage for irrigation
- Low-volume irrigation
- Harvest rainwater
- Other (please describe)
- None
- N/A: My company has a virtual office

Other: wifi enabled smart rachio irrigation control

Environment: Outputs

EN4.1 Please select the option that best describe how you monitor and record the following emissions:

Company does not currently monitor and record emissions	Company monitors and records emissions (no reduction targets)	Company monitors emissions and has specific reduction targets	Company monitors emissions and has met specific reduction targets during the reporting period	Eliminated emissions of this by-product entirely	N/A
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Scopes 1 and 2 greenhouse gas (GHG) emissions

EN4.5 Waste Disposed (metric tonnes) during the last 12 months [Not Weighted]

Not tracked / unknown

EN4.6 Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months [Not Weighted]

0.00

EN4.7 Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 2:

Scope 3:

EN4.17 Is hazardous waste always disposed of responsibly, in a way that the company can verify? [Equally Weighted]

Yes

No

N/A - We have eliminated hazardous waste

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Impact Business Models

Impact Business Models: Mission Locked

IBM1.2 **Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?** [Equally Weighted]

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
- Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
- Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- Other - Please describe
- None of the above

Other: already a PBC

Impact Business Models: Customer Models Introduction

IBM15.1a **Does your product/service address a social or economic problem for or through your customers?** [Not Weighted]

- Yes No
-

Impact Business Models: Customer Products & Services Introduction

IBM16.2 **How would you describe the positive outcome for customers created by your product/service?** [Not Weighted]

Education, training and implementation of regenerative and other non-extractive business models, capital structures and financing strategies. Affected over 500+ worker/member owners of cooperative business models and other mission-oriented businesses.

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IBM16.3a **Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?** [Not Weighted]

- Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
- Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit accounting services)
- Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
- Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
- None of the above

IBM116.4 **Total Number of Customers**

Individuals:	0.00
Organizations:	75.00

Impact Business Models: Support for Underserved/Purpose Driven Enterprises

IBM40.1 **Please tell us more about how your product or service increases the flow of capital and/or provide capacity building to purpose driven enterprises.** [Not Weighted]

Securities and transactional documents for socially responsible capitalization and financing for social enterprises and cooperatives. Education and capacity building for start-up regenerative and cooperatively owned firms.

IBM40.2 **Which of the following product or service descriptions best fit your company?** [Not Weighted]

- Products/services support the operations of purpose driven enterprises or organizations (e.g. accounting services for non-profit organizations)
- Products/services support the operations of underserved enterprises, such as women/ minority owned or small to medium sized community businesses that lack access to services (e.g. incubators for urban businesses)
- Products/services that directly raise capital for purpose-driven enterprises or underserved businesses (e.g. fundraising campaigns for a social service agencies)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

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IBM140.3 **How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.**

Businesses/Non-Profits

75.00

IBM40.4 **Please provide a brief description of how you track your customer/client/beneficiary figures.** [Not Weighted]
client records.

IBM40.5 **What were your total revenues last fiscal year from the previous products or services?** [Not Weighted]



IBM40.6 **This is a calculated question based on your previous answers: "What were your total revenues last fiscal year from products or services that support purpose-driven enterprises?" and "Total revenue from the last fiscal year"** [Not Weighted]

IBM40.7 **This is a calculated question based on your previous answers: "Which of the following product or service descriptions best fit your company?" and "What % of your revenues last fiscal year were from products or services that support purpose-driven enterprises?"** [6x]

IBM40.12 **How do you verify that your product or service contributes to the outcome previously selected?** [Least Weighted]

- We have a track record of successful, verified positive outcomes and have created case studies based on these.
- There is secondary research that supports the link between our type of product and the stated outcome.
- We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys
- We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- Our product is too early stage to have research or studies that link our product to positive outcomes
- We cannot provide verification of our outcomes at this time.

IBM40.13 **If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?** [Least Weighted]

Yes No NA

IBM40.14 **Is there something different or innovative about the company's product/service that support flow of capital that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?** [Not Weighted]

N/A

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IBM40.17 **Does your company also measure and manage the negative or unintended outcomes generated by this business model?** [Least Weighted]

Yes No

Impact Business Models: Serving In Need Populations

IBM59.1 **Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?** [Not Weighted]

Yes No

IBM59.3 **If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations that serve the underserved, which of the following populations are your client's beneficiaries?** [Not Weighted]

- Low income, poor, or very poor
- Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals
- Individuals who are not underserved in your product/service category (do not continue)

IBM59.4 **Which of the following best describes how your product/service benefits underserved populations previously described?** [Not Weighted]

- My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to serve their underserved target population (ex. marketing or accounting services for a social service agency)
- My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
- My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed to address challenges of teaching low income students)
- My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

IBM159.5 **If relevant, select which of the following impoverished communities your company serves:**

	Urban	Rural	Peri-urban
Low Income			
Poor			

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IBM59.6 **If relevant, which of the following beneficiary groups is your product/service targeting?** [Not Weighted]

- Young children (younger than 5 years old)
- Children and adolescents (5 years of age or older but younger than 18)
- Adults
- Elderly/older adults
- Persons with disabilities
- Minority/previously excluded populations
- Women
- Pregnant women
- Other at risk populations
- None of the above

Other: mentally ill

IBM59.7 **Which of the following statements are true about your in-need customers/ clients?** [Not Weighted]

- Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date
- Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
- Don't know - we don't sell direct to customers/clients

IBM59.8 **How much revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)?** [Not Weighted]



IBM59.9 **What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year.** [Not Weighted]

61%

IBM59.10 **This is a calculated question based on your previous answers: "Which of the following best describes how your product/service benefits underserved populations described previously?" and "What % of customers/end beneficiaries of your product or service are from an underserved population identified previously?"** [Not Weighted]

IBM159.12 **How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.**

Businesses/Non-Profits

15.00

IBM59.13 **Please provide a brief description of how you track your customer/client/beneficiary figures.** [Not Weighted] estimate.

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IBM59.14 **Which of the following products/services attributes assist in targeting the previously selected underserved communities:** [Least Weighted]

- Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase
- Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offering lower/subsidized pricing for low income clients/customers
- Product/service pricing model includes transparent pricing for all customers
- Vendor provides training on safe use and/or maintenance of the product/service
- These product/service attributes do not apply to our company (Skip the remainder of this section)

Impact Business Models: Community Business Models Introduction

IBM4.1a **Is your company structured to benefit community stakeholders in any of the following ways?** [Not Weighted]

- A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- A community-focused business model that supports and builds the economic vitality of local communities
- None of the above

Impact Business Models: Local Economic Development

IBM9.1 **Is your company a community based business, focused on serving your local economy?** [Not Weighted]

- Yes No

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IBM9.2 **If yes, please indicate which of the following statements below are true.** [Not Weighted]

- More than 75% of the company's ownership is located locally to at least 2/3 of the workforce
- Company's headquarters or main production facility is located locally to where 75% of end product is used
- More than 75% of the company's significant suppliers are independent companies located locally to the company's headquarters or relevant production facilities
- More than 50% of the company's significant suppliers are independent companies located locally to where the end product is used
- More than 50% of company's raw materials (in dollar value) are grown or harvested within 200mi / 322km of where the end product is used
- The company banks with a local and independent institution or a local institution that has at least 50% of their loans/deposits coming from or to local sources (within 3 states if in The U.S. and within 300km if in another country)
- The company contributes 5% of profits or more to local charities

IBM9.3 **How many of the previous statements in the previous question are true about your business?** [6x]

- 3 or fewer of the 7 previous statements
- 4 of the 7 previous statements
- 5 of the 7 previous statements
- 6 of the 7 previous statements
- 7 of the 7 previous statements

IBM9.4 **During the last fiscal year, how much did your company source (in currency terms) from local, independent suppliers?** [Not Weighted]



IBM9.5 **During the last fiscal year, how much in revenues was generated through sales to local consumers?** [Not Weighted]



IBM9.7 **How do you verify that your product contributes to the outcome previously selected?** [Least Weighted]

- We have a track record of successful, verified positive outcomes and have created case studies based on these.
- There is secondary research that supports the link between our type of product and the stated outcome.
- We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys
- We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- Our product is too early stage to have research or studies that link our product to positive outcomes
- We cannot provide verification of our outcomes at this time.
- We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact

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IBM9.8 **If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?** [Least Weighted]

Yes No N/A - No direct research conducted

IBM9.9 **Does your company also measure and manage the negative or unintended outcomes generated by this business model?** [Least Weighted]

Yes No

IBM9.10 **Is there something different or innovative about the company's approach to local economic development that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations?** [Not Weighted]

Yes, law practice organized as a PBC, and focused on cooperatives and PBC businesses.

Impact Business Models: Environmental Models Introduction

IBM59.1 **Are your company's products or process structured to restore or preserve the environment in any of the following ways?** [Not Weighted]

- Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- Through a product or service that preserves, conserves, or restores the environment or resources
- None of the above

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Disclosure Questionnaire

Disclosure Questionnaire: Disclosure Industries

DQ1.1 **Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.**

Yes No

- Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements
- Gambling
- Pharmaceuticals subject to international phase-outs or bans
- Payday lending
- Pornography
- Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

DQ1.2 **If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.**
[Not Weighted]

Disclosure Questionnaire: Disclosure Practices

DQ2.1 **Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "True." If false, select "False."**

- | True | False | Yes | No |
|-----------------------|----------------------------------|----------------------------------|-----------------------|
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | <input checked="" type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | <input checked="" type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | <input checked="" type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | <input checked="" type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | <input checked="" type="radio"/> | <input type="radio"/> |

DQ2.2 **If you selected "True" previously, please provide a detailed explanation of the company's engagement in these practices here.** [Not Weighted]

Disclosure Questionnaire: Disclosure Outcomes

DQ3.1 **Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "True." If false, select "False."**

- | True | False | | Yes | No |
|-----------------------|----------------------------------|--|-----|----|
| <input type="radio"/> | <input checked="" type="radio"/> | Company has had an operational or on-the-job fatality | | |
| <input type="radio"/> | <input checked="" type="radio"/> | Company sites have experienced accidental discharges to air, land or water of hazardous substances | | |
| <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility | | |
| <input type="radio"/> | <input checked="" type="radio"/> | Material litigation or arbitration against company | | |
| <input type="radio"/> | <input checked="" type="radio"/> | Company has filed for bankruptcy | | |
| <input type="radio"/> | <input checked="" type="radio"/> | Company has had material breaches of individual's confidential information | | |

DQ3.2 **If you selected "True" previously, please provide a detailed explanation of the company's experience related to the previous statement here.** [Not Weighted]

Disclosure Questionnaire: Disclosure Penalties

DQ4.1 **Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.**

- | Yes | No | |
|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | Diversity and equal opportunity |
| <input type="radio"/> | <input checked="" type="radio"/> | Environmental issues |
| <input type="radio"/> | <input checked="" type="radio"/> | Financial reporting |
| <input type="radio"/> | <input checked="" type="radio"/> | Geographic operations or international affairs |
| <input type="radio"/> | <input checked="" type="radio"/> | Investments or Loans |
| <input type="radio"/> | <input checked="" type="radio"/> | Labor issues (internal and supply chain) |
| <input type="radio"/> | <input checked="" type="radio"/> | Marketing |
| <input type="radio"/> | <input checked="" type="radio"/> | Political contributions |
| <input type="radio"/> | <input checked="" type="radio"/> | Taxes |
| <input type="radio"/> | <input checked="" type="radio"/> | Bribery, fraud or corruption |

DQ4.2 **If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.** [Not Weighted]

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Disclosure Questionnaire: Supplier Disclosure

DQ5.1 **Please indicate if any of the following statements are true regarding your company's significant suppliers.**

- | True | False | Don't Know | |
|-----------------------|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Significant suppliers use any workers who are prisoners |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Significant Suppliers have had an operational or on-the-job fatality |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of Significant Suppliers involved large scale land acquisition |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of Significant Suppliers involved the construction or refurbishment of dams |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in DQ4.1 |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Significant Suppliers exploitatively operate in conflict zones |

Disclosure Questionnaire: Other Disclosures

DQ6.1 **Are there any other sensitive aspects of the business that are necessary to disclose?** [Not Weighted]

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