



JASON WIENER|P.C.
A PUBLIC BENEFIT CORPORATION

PUBLIC BENEFIT REPORT

**20
24**



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ABOUT THE FIRM

Jason Wiener|p.c. ("JWPC") is proud to be Colorado's first Public Benefit Corporation law firm to become a certified B Corp. With roots in the justice, solidarity, labor, and conservation movements, we started this firm in 2014 as our platform to work with our clients as collaborators and partners in our mission to make an impact.

We are a social enterprise legal and business consulting firm for mission-driven companies. We bring structural legal and financial design to business ownership, fundraising, and operations. We think creatively about how to harness democratic business models to advance social, economic, & environmental change.

Our intention at JWPC is to work within the current capitalist to maximize opportunities for wealth creation and income growth not just for the privileged few, but for all, by using "market-based" enterprise models, with a specific emphasis on cooperatives and shared ownership models.

We seek to develop deep and lasting relationships with our clients by getting to know their culture and vision, meeting with key staff and informal leaders, and striving to provide customized, efficient, and dynamic advice. We collaborate with clients to solve problems and provide accessible and responsive client service.

FIND OUT MORE

A MESSAGE FROM JACQUE

Dear Friends and Supporters,

As we reflect on the past year, we are thrilled to present our 2024 Public Benefit Report, a testament to our ongoing commitment to advancing social justice, sustainability, and inclusive governance practices. This year held special significance as we celebrated our firm's 10th anniversary—an extraordinary milestone marked by a rejuvenating team retreat in Hawaii. Against the backdrop of nature's beauty, we deepened our connections with one another, embraced the spirit of reflection, and envisioned the road ahead.

2024 was a year of growth, change, and deepened commitment. We were delighted to welcome two exceptional team members: Gabriela Arce, who joined us as an associate attorney based in D.C., bringing a wealth of talent and passion to our team, and Todd Hohman, our new executive assistant, whose organizational expertise has already enhanced our operational efficiency. In the fall, we also celebrated the arrival of our first JWPC baby since Jason's kids (9y+ ago), as our associate Meaghan welcomed Lucy (pic showcased), a beautiful and healthy child, a joyful moment that reminded us of the importance of community and support.

This year also saw Jason taking a sabbatical, allowing him to recenter and prioritize wellness, serving as a powerful reminder of the importance of balance in legal practice. We are grateful for his leadership and renewed energy as he returns to our team. Meanwhile, Jacque stepped into the role of managing partner, guiding our team with vision and dedication as we continue our mission to create a more equitable and sustainable future.

Our team continued to grow in knowledge and connection, attending cooperative conferences in Chicago, IL, Columbus, OH, and Washington, D.C., reinforcing our commitment to the cooperative movement. Our work supporting cooperative conversions gained momentum, reflecting a growing interest in building a more just economy through shared ownership and governance models.

Looking ahead to 2025, we are filled with optimism and anticipation. We are committed to deepening our engagement with Hispanic communities, including the development of new educational resources that empower and inspire, and our continued support for diversity and inclusion, and the fighting prejudice, discrimination, and biases. Expect to see us at more cooperative conferences, both in the U.S. and abroad, as we continue to learn and contribute to the global movement for economic justice. Our focus on strengthening client relationships and building new partnerships with economic justice advocates, business owners exploring cooperative conversions, and community leaders will be at the forefront of our efforts.

We are profoundly grateful for your continued trust, support, and partnership. Together, we will navigate the opportunities and challenges that lie ahead, ever committed to our shared vision of equity, sustainability, and a thriving community for ALL.

With heartfelt gratitude and optimism,



Jacqueline R. Radebaugh

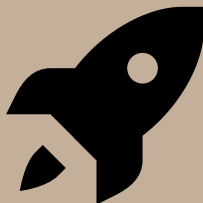
FIRM VALUES

Our firm values speak to our underlying intent and core principles.



01 — Timeliness & Responsiveness

We strive to provide meaningful responses in a timely fashion. You will always rest assured that your matter is receiving the attention it needs and that you will receive a timely response, even if just a personalized confirmation of receipt.



02 — Mission Matters

Your matter will never be reduced to a wrought task and you will never receive one-size-fits-all advice. We strive to provide tailored counsel that seamlessly incorporates your organization's mission and values. Your mission will always remain top of mind in our dealings and we will always advise you of potential threats to your mission.



03 — Open Communication

We will communicate openly and candidly with you and we expect the same in return. Nothing is gained in our trust-based relationship if you do not feel you can be open or if do not feel you are receiving candid feedback. While always respecting the sensitivity and confidentiality of your matter, we will encourage you to openly communicate with your organization's stakeholder.



04 — Entrepreneurship

We strive to work with entrepreneurial people who want to create positive impact for the world. We respect entrepreneurs who are willing to think big, act boldly, and strive to change the world. To that end, we will strive to bring cutting edge solutions to your matter. We will counsel you through the ins and outs, the risks and rewards of new approaches and intrepid strategies. We will navigate risk as a team.

FIRM VALUES



05 — Transparency

We strive to provide transparency with respect to all aspects of our work together. You will know where we are in a given process and what steps lay ahead. We will do everything possible to avoid surprises.



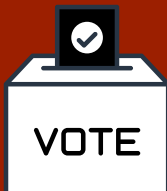
06 — Ethical Business Practices

We strive to be a sounding board for your decision making, whether legal, strategic, or otherwise. We will counsel you through the process of ethical decision making with compassion, an open and non-judgmental mind, and objective reasoning.



07 — Respect

We will communicate openly and candidly with you and we expect the same in return. Nothing is gained in our trust-based relationship if you do not feel you can be open or if do not feel you are receiving candid feedback. While always respecting the sensitivity and confidentiality of your matter, we will encourage you to openly communicate with your organization's stakeholder.



08 — Democratization

When practical and appropriate, we will advise you as to innovative ways to democratize elements of your organization. In governance, capital, supply, credit, finance, and other business issues, we will help you evaluate creative ways of distributing and sharing management, decision-making, control, wealth, and risk management. To the extent meaningful to you and your stakeholders, we will help you maximize your role in building regenerative economies and communities.

FIRM NORMS

Our firm values speak to our underlying intent and core principles. Our norms guide how we carry these values out in our work and in our professional relationships. These norms provide the context and framework for our interactions and communication with colleagues, clients, partners, and other firm stakeholders. These are statements of conduct and communication that we expect of others and that we intend to honor for ourselves.



01 — Positivity

We enter all interactions with a positive intention and assume the same positive intent of those we interact with. We act with integrity and intention and invite others to join us in upholding shared values. We strive to offer others the benefit of the doubt about their intentions and motivations. This deliberate stance to seek the best in others is balanced with many years of pragmatic vigilance for the interests of our clients and the movements we serve.



02 — Spirit of Inquiry

We ask questions and encourage others to do so. The only way to know, learn, and understand another person's position and point of view is to ask. Simple questions signify that a person is curious, conscientious, and engaged. We ask questions to deepen our understanding, to build empathy, and to engage in effective problem solving. We do not ask questions to debate lived experiences or assert dominance.



03 — Equitable Access to the Law

We are committed to expanding affordable and equitable access to legal services. The law provides an invisible infrastructure (and sometimes barrier) which shapes business, relationships, and society. Making progress towards equity and justice requires access to capable, creative, and principled legal advisors. We help make this possible by running a lean operation that prioritizes people over profits, by providing pro bono counsel, and by supporting other organizations that advance this cause.

FIRM NORMS



04 — Anti-Oppression

We expect to be held accountable and we will do the same when faced with discrimination, prejudice, or bias, explicit or implicit, inadvertent or deliberate. We are committed to dismantling systems of oppression and re-building a more just and equitable socio-economic system. We recognize that this requires that we confront difficult habits, patterns, and blind spots in ourselves and that we ask our clients and stakeholders to do the same.



05 — Work Style

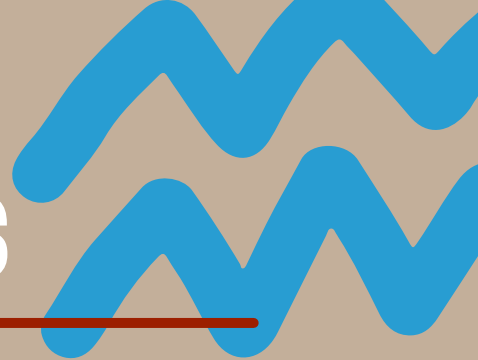
We believe in working collaboratively with clients in an open, timely, and effective manner. We ask that our clients agree to uphold these norms and hold us accountable for our commitment to them. To deliver the best possible services to clients we must be able to count on each other to provide timely responses and produce deliverables on agreed upon timelines.



06 — “Show Your Work”

We work, experiment, fail, and succeed publicly. We make our intentions known and we are open about our reasoning and our work process. We bust open the black box as a means to be transparent, to educate, and to empower. We expect our clients and partners to do the same with us. We will not be offended being asked “why?” we did something a certain way, we encourage it in fact.

FIRM HIGHLIGHTS



10 NEW
COOPS
+
4 COOP
CONVERSIONS

FIRM HIGHLIGHTS

MISSION

In 2024, we remained committed to advancing our mission, even as we faced headwinds that impacted our ability to meet some of our internal goals. One area that saw growth was our continued practice of offering anti-oppression discounts—reduced fees offered in support of racial justice and the BIPOC communities. This past year, we provided **\$14,779.20 in discounts, reflecting a 9.6% increase from 2023**. This increase underscores our ongoing commitment to making legal services more accessible to mission-aligned groups, even during a year marked by uncertainty.

We were also honored to support Meaghan Jerrett's significant and joyful milestone: the birth of her second child. As a firm, we offered **extended parental leave**—over six months—to support our associate and her growing family. This investment in care and sustainability for our team reflects the values we strive to embody in our internal practices.

Our pro bono work totaled **64.8 hours across the firm in 2024**. While each attorney is encouraged to contribute 50 hours annually, with an average of four full-time equivalent attorneys on staff, we fell short of our team goal. Similarly, following unanticipated events that impacted our cash flow, we did not meet our target of donating 1% of gross revenue, though we remained active in community giving—supporting independent media outlets locally, feeding over 90 individuals during a Thanksgiving initiative in Ohio, and contributing to nonprofit organizations providing legal services, in solidarity with aligned practitioners. For 2025, we will be taking action to mitigate these shortcomings.



These challenges were shaped in part by broader forces: political instability surrounding upcoming elections and escalating trade tensions created financial uncertainty for many of our clients, leading to delayed projects and tightened budgets. Yet even amid these difficulties, **we saw our relationships deepen across sectors that align closely with our mission**—including reproductive health, healing and wellness practices, regenerative agriculture, community-owned real estate, and values-based consulting. These partnerships continue to inspire and ground us, reminding us that our impact often grows through the trust and solidarity we build alongside our clients.

FIRM HIGHLIGHTS

SPEAKING ENGAGEMENTS

In 2024, our team continued to invest in learning, collaboration, and movement-building by participating in a range of conferences and gatherings throughout the year. We began the year with Jason speaking at the **Colorado Supreme Court's Well-Being Program**, where he reflected on the role of values-aligned firm culture in supporting sustainable legal careers. Shortly after, he spoke at the **Nowak Society conference**, sharing his work at the intersection of plant medicine and cooperative governance, and inviting practitioners to consider how healing can be reflected not only in medicinal practice, but also in the structures we choose.

In the spring, Jason was a featured speaker at the **Aspen Institute's Big Ideas Forum** as part of his fellowship with the Rutgers School of Management and Labor Relations. His talk focused on employee ownership as a tool for building a more inclusive and resilient economy. Later in the year, he traveled to Oxford University as part of a Colorado delegation to the **UK Employee Ownership Foundation conference**. There, he engaged with global leaders working to advance democratic ownership, and shared lessons from Colorado's innovative cooperative policy work.

The fall brought more opportunities for in-person connection. Nathan and Jacqueline attended the **Worker Cooperative Conference** hosted by the U.S. Federation of Worker Cooperatives (USFWC) in Chicago, where they met several long-time clients in person for the first time—clients they had supported for years through cooperative conversions. These face-to-face meetings were grounding and celebratory, affirming the trust and transformation that define our work. Jason, Jacqueline, and Gabriela also attended the **NCBA CLUSA conference** in Washington, D.C., which featured a full day dedicated to international cooperative practice. We left inspired by the global diversity of cooperative models and honored to meet our newest associate, Gabriela Arce, in person for the first time.

Throughout the year, we also participated in **podcasts, virtual panels, and other learning spaces** that allowed us to share our insights and learn from others. These experiences deepened our relationships, broadened our perspective, and reaffirmed our commitment to building a more just and democratic economy—one grounded in cooperation, community, and care.

FIRM HIGHLIGHTS

ORGANIZATIONAL UPDATES



JWPC's Founding Partner, Jason Wiener celebrated the Firm's 10-year anniversary by taking a 10-week sabbatical. Jason was interviewed about the purpose, intentions and outcomes of the experience in a [blog post and video](#). Re-connecting with non-professional aspects of identity was invigorating, recharging and helped tap into deeper reservoirs of creativity and vision. Of the many changes occasioned by the sabbatical, Jason returned to an evolved role that focuses on strategic development, policy, business development and professional healing and wellness. Jason launched a pilot Attorney Trauma Healing Cohort program, and launched a new offering of [wellness coaching and training](#) for law firms and attorneys. The Firm continues to expand and evolve its leadership position in the legal profession, by centering mental health, sustainability, and delivering legal services from a values-centered place.



Following Jason's return from sabbatical, JWPC evolved its leadership strategy to leverage the unique strengths of its partners and prepare for its next chapter. In that transition, Jacqueline Radebaugh—who became a partner in January 2023 and had served on the leadership team—stepped into the role of Managing Partner.

Jacqueline's tenure with the firm had already demonstrated her deep commitment to excellence and a client-focused approach. Her leadership and extensive experience made her well-suited to guide the firm into a new era of growth and innovation. As Managing Partner, she took on responsibility for strategy development and execution, ensuring JWPC continued to deliver outstanding legal services and strengthen client relationships, while still services the firm's clients with direct legal work.

OUR AMAZING CLIENTS

MAD! MARKETS

At Jason Wiener|p.c., we are honored to work alongside founders who are advancing a more equitable, climate-aligned economy—leaders like **Alex Heilman** and **Phil Taylor**, co-founders of **Mad Markets**. Building on the success of the Mad Cap spin-off from their parent company Mad Agriculture, which has supported over 100 farmers transition to regenerative practices across 30,000 acres, Mad Markets represents an innovative evolution in sustainable agriculture financing.

Learn how Mad Markets navigated a tough investment climate to close a transformative deal—and how our team helped design a scalable legal framework to fuel a new era of mission-driven acquisitions in sustainable food through a values-driven investment fund.

READ MORE HERE



2024 TEAM RETREAT

In February 2024, our team gathered in Hawai'i for a meaningful and restorative retreat designed to deepen our connection to each other, our work, and the broader world we serve, and to celebrate our firm's 10th anniversary. With the support of a skilled facilitator (Mason, picture above), we explored how each of us shows up at work—our strengths, communication styles, and areas for growth. Through guided reflection and dialogue, we strengthened our capacity to collaborate, give and receive feedback, and support one another in our shared mission.

An important piece of the retreat was learning about the history and present-day realities of the Hawaiian people and the land we were visiting. We volunteered with a local preservation organization, helping with native ecosystem restoration and learning firsthand about the environmental and cultural importance of that work. We were deeply moved by a haka ceremony we were invited to witness—a powerful expression of cultural identity and resilience that reminded us of the responsibility we carry as guests on sacred lands.

Beyond the learning and reflection, the retreat was also a time of wonder and connection with nature. We hiked volcanic landscapes, spotted whales breaching off the coast, and saw sharks and manta rays in the wild. These awe-inspiring experiences grounded us in the beauty of the natural world and the importance of its protection. And, in true team spirit, we shared many joyful moments together—including more than a few scoops of local ice cream.

This retreat was more than a getaway; it was an intentional investment in our growth as a team and in our commitment to practicing law in a way that is grounded, relational, and accountable to the communities and ecosystems we serve. We returned reenergized, more connected to one another, and more deeply rooted in the values that guide our work.

MEASURING PROGRESS

Jason Wiener|p.c. is proud to be Colorado's first Public Benefit Corporation to become a Certified B Corp. The B Corp Certification is administered by B Lab, a nonprofit organization based in Pennsylvania. The B stands for "benefit," which refers to benefiting workers, the community and the environment. Jason Wiener|p.c. became a certified B Corp in 2015, joining over 1,200 certified B Corporations in over 120 industries in 40 different countries.

To qualify as a B Corp, a firm must have an explicit social or environmental mission, and a legally binding fiduciary responsibility to take into account the interests of workers, the community, and the environment as well as its shareholders. Additionally, B Corps must pay an annual fee based on revenues, biannually complete a B Impact Assessment (a rigorous assessment that measures social and environmental impact), meet B Lab's comprehensive social and environmental performance standards, and make that B Impact Report public, in order to receive the certification from B Lab.

To become certified, each company must attain a score of 80 out of 200 points on the B Lab Assessment. Jason Wiener|p.c. earned a company score of 101.1 in the firm's 2022 Impact Assessment.

Certified



Corporation

2022 BIMPACT REPORT

TEAM ADDITIONS



Gabriela Arce joined the firm in September of 2024. She extends JWPC's reach to our nation's capital, Washington D.C., and adds additional support in the great state of New York. While Gabriela is a force to be reckoned with on the slopes, it is her wealth of experience in international trade, corporate governance, and business law that will really make her an all-star! Gabriela is also a native Spanish speaker and we are excited to make legal services more accessible to the Hispanic communities. Our firm is now licensed in 10 US states.

Todd Hohman also joined the firm in September 2024, bringing over 26 years of diverse experience in graphic design, business development and sales. His passion for collaboration and building strong relationships makes him a valuable addition not only to the JWPC team but also to our clients.





OBSTACLES ENCOUNTERED

Political Instability and Election-Year Uncertainty: The polarized political climate and uncertainty surrounding the 2024 elections caused many of our clients to pause planned projects, investments, and governance transitions. This heightened risk aversion delayed cooperative conversions, growth initiatives, and other mission-aligned transactions.

Economic Headwinds for Purpose-Driven Businesses: Rising interest rates, inflation, and capital access barriers disproportionately impacted small businesses—especially BIPOC-, LGBTQ-, and women-owned enterprises. Clients reported greater difficulty securing funding or sustaining operations while holding to their values.

Delayed Implementation of Ownership Models: Many clients postponed new cooperative formations due to a combination of economic caution and uncertainty about future policy shifts. We did consult with a relatively large number of groups who were interested in employee ownership transitions, and engaged in a few cooperative conversions throughout the year.

Regulatory and Compliance Burdens: Increased complexity in legal compliance—including the rollout (and uncertainty) of new federal reporting requirements like Beneficial Ownership Information (BOI) disclosures—posed a significant burden on our smaller, values-aligned clients with limited administrative capacity.

Disproportionate Impacts of Systemic Inequities: Structural inequities continued to manifest in business ownership and opportunity. Many of our clients operate in communities disproportionately affected by climate events, displacement, and economic instability, making it harder to sustain and grow democratically governed enterprises.

Balancing Care for Our Team with Capacity: In line with our values, we offered extended leave and sabbaticals to support our team's well-being. While we are proud to provide this level of care, the associated costs and reduced capacity had a greater financial impact than anticipated. As a result, several mission-aligned projects were delayed, and we faced limitations in advancing some of our planned initiatives. Nonetheless, we closed the year in a stable financial position, and we remain committed to adapting our systems to better balance team support with long-term impact.

Despite these systemic and situational hurdles, our clients' resilience—and our commitment to their missions—remained steadfast. Understanding and navigating these challenges was essential in helping values-aligned businesses stay grounded and continue building a more equitable and democratic economy.

TEAM

Jacqueline Radebaugh, Managing Partner

Jason Wiener, Founder

Linda Phillips, Senior of Counsel

Martina Watson, Of Counsel

Meaghan Jerrett, Associate Attorney

Nathan Sisodia, Associate Attorney

Todd Hohman, Executive Assistant

Yev Muchnik, Senior of Counsel

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