

Minnesota Public Benefit Corporation/Annual Benefit Report Minnesota Center for Systemic Constellations March 31, 2019

- 1. Corporate Name: Minnesota Center for Systemic Constellations, GBC (herein MCSC)
- 2. I, Katherine Curran, registered agent for the corporation, verify that the corporation's board of directors has reviewed and approved this report. This corporation is a general benefit corporation. We have pursued the general public benefit which our articles of incorporation define as: "General public benefit is defined as a net material positive impact from the business and operations of the Corporation on society, the environment, and the well-being of present and future generations." How we do this is captured in our mission statement:

Our mission is to serve the public good by being:

- An educational and resource center for the multi-level learning of systemic constellations
 - o For individual growth and healing
 - o For ongoing professional development
 - o For organizational and social change
- A community of belonging for those passionate about the philosophy and practice of systemic constellation work
- A place to be inspired where one can connect or reconnect with a deeper sense of purpose and meaning

We are bringing the practice of systemic constellations to Minnesota, a European developed, indigenous inspired practice for social and personal transformation. We offer constellations workshops and trainings for personal development and social change.

- 3. We certify that the board of directors has:
 - a. Chosen a third-party standard in the form of an Impact Assessment by B Lab, a non-profit organization that assesses public benefit corporations to assess our performance in 2018.
 - b. Determined that B Lab is indeed an organization independent of any interest in MCSC.
 - c. Approved the Impact Assessment and attachment
 - d. With regard to fiscal 2018, we have chosen B Lab's Impact
 Assessment tool. While the full report is attached, the following
 contains a snapshot assessment of our performance in contributing to
 the public benefit. We scored above average on 24 characteristics,
 average on 18 characteristics, and below average on 25
 characteristics. The 24 we scored higher than average on are:

- · Mission Statement Characteristics
- · Social and Environmental Decision-Making
- · Stakeholder Engagement
- · Internal Good Governance
- · Reviewed / Audited Financials
- · Mission Lock
- % Participation in Employee Ownership
- · Professional Development Policies and Practices
- · Skills-Based Training Participation
- · Hours Spent on Training
- · External Professional Development Participation
- · Number of Paid Days Off
- · Diverse Ownership and Leadership
- · Creating and Managing Inclusive Work Environments
- · High to Low Pay Ratio
- · Supplier Ownership Diversity
- · Local Ownership
- · Spending on Local Suppliers
- · Impactful Banking Services
- · Advancing Social and Environmental Performance
- Independent Contractor Practices
- · Renewable Energy Usage
- · Hazardous Waste Disposal
- · Managing Customer Stewardship
- · Monitoring Customer Satisfaction and Retention

The 18 characteristics that we rated average on are:

- · Social/Environmental Key Performance Indicators
- Ethics Policies and Practices
- · Company Transparency
- · % of Employees Paid Family Living Wage
- Compensation Policies and Practices
- · Health care Eligibility for Part Time Workers
- Worker Empowerment
- · Collective Bargaining
- · Charitable Giving and Community Investment Policies and Practices
- Subcontractor Screening Topics
- % of Subcontracted Services Accountable to Code of Conduct?
- · Screening / Monitoring for Services
- · % of Subcontracted Services Screened / Monitored
- · Low Impact Renewable Energy Use
- · Monitoring and Reporting Non-hazardous Waste
- · Managing Product Impacts

The 18 characteristics that we scored lower than average on were:

- · Board Review of Social or Environmental Performance
- · Governance Structures
- · % of Employees Paid Individual Living Wage

- · % Above the Minimum Wage
- Employee Retirement Plan
- Financial Services for Employees
- Healthcare Plan
- · Workers Participating in Healthcare Plan
- · Supplementary Health Benefits
- Employee Review Process
- Paid Secondary Caregiver Leave
- Supplementary Benefits
- · Surveying and Benchmarking Engagement and Attrition
- · Paid Primary Caregiver Leave for Hourly Workers
- · Female Management
- Management from Underrepresented Populations
- · Supplier Diversity Policies or Programs
- · Job Growth Rate
- Non-accredited Investor Ownership
- Corporate Citizenship Program
- · Monitoring Energy Usage
- · Monitoring Greenhouse Gas Emissions
- · % GHG Emissions Offset
- · Monitoring and Managing Water Use

We attribute many of the lower scores to the fact that we are newly in business and don't have paid staff yet, and that we offer services, not products, so don't monitor some of the measures that manufacturing companies would. The full report is attached.

More specifically, we have also contributed to the public benefit by bringing this new methodology to Minnesota and offering workshops and trainings to people in order that they may have the opportunity to participate in this work locally, without having to travel a great distance, with all that entails. We have also contributed to the public benefit by offering scholarships to individuals who need them.

We have been hindered so far by the fact that we have only been incorporated nine months, so these are only seeds. We are at the beginning of establishing partnerships with others in the Twin Cities to use this methodology for the benefit of ending racism, and promoting economic gain for less enfranchised folks.

e. We picked BLab because of its ease of use, low (no) cost to us as a new organization, because it gives a comprehensive assessment, and because the areas it measures are ones we want to hold ourselves accountable to especially as we grow. We are small services organization so some of it didn't apply (the parts related to manufacturing), but much of it was useful.

This is our first report, so no carry over from last year. We do not also have a specific public benefit purpose in our articles. Annual Benefit Report

I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statues. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Signature of Public Benefit Corporation's Chief Executive Officer

Date

Email address: kcurran@powerandleadership.com

Please exclude this email address from requests for bulk data, to the extant allowed by Minnesota law.

Name and daytime number of a person who can be contacted about this form:

Katherine M. Curran

651-269-1400

Contact Name

Phone Number



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	Describe your company's aggreyach to creating positive impact. In a summany content of an extraor you warrant a well any to measure a content of several.
	Ensating positive social or environmental impact is not a focus for our business
	 We occasionally think about the social and environmental impact of some aspects of duri ausmoss, but not frequently.
	We frequently (gospiec our social and environmental impact, but it isn't a night priority in decision-making.
•	We consistently incorporate social and environmental inspact into decision-making because we consider it important to it success and profestivity of our business.
	 We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in
Minnesota Center for Systemic Constellations	cases where it may not drive prof Abbildy.
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Wrist percentage of employees on an FEE (Null Time Squivalent) basis are gold at least the applications of a buling wage for an individual? 175% 175.893 99.9935 3005 NA SA Above the Living Wage Points Samed, 0 of 0.00000 What is above Evergrapeed dyour lowest-paid worker (exclusing interns) receive during the last fiscal year? 1046 1058 NA NA No living wage data averable for country of aporations 1046 1053 1053 1053 1054 NA No living wage data averable for country of aporations Inflation Rake Compensation Adjustments Payos Pained: 0 of 0.00000 During the last fiscal year, did all full time and particine wiskers receive an narease to their salary/wages (excluding bonuses) that all seast needs the inflation rate in your country. 1057 1058 NO Night to Low Pay Ratio Points Raned: 0 of 0.00000 Wher muticule is the increase compensation finiciative of bonus is accompanied to the median compensation for full-time amployees within the times of cold 105% solary brocket; if the payof facal year? 2050 11356 11356 11357 11356 11357 11358 11358 11358 11359 1135	Your company's healincare plan available to all hyl-time workets includes: which index's Company payment of 80% or individual premium. Company payment of 80% or individual premium. Company payment of 80% or individual premium. Company payment of 80% or individual coverage greature. Out-of-probed maximum for individual coverage of \$1000 or less (net of company HSA or equivalent contribution). Annual deduct tie for individual coverage of \$1000 or less (net of company HSA or equivalent contribution). Co-phyment of \$10 or less per primary care visa pead for by harfor. Peacy from drug develope wherein workers pay \$10 or less (net of company HSA or equivalent contribution). Reprime or \$10 or less per primary care visa pead for by harfor. Peacy from drug develope wherein workers pay \$10 or less for genomic drugs, \$30 or less for brand name drugs, and less for non-formulary drugs. Expiric coverage of transprended-inclusive healthcare. **None of the above. Supplementary Health Benefits Points Earned, 0.4 of 4,80000. What additional benefits are offered to all functions from the workers? Ontal insurance. Since term deablify. Long-term deablify. Long-term deablify. Long-term deablify. Exercised account mechanism for qualified medical expenses (e.g., HSA, HRA, FSA). Bomestic partner or evid union spousial benefits. **Cother - press describe. Wo are a new flay susavess with no Auli Issue employees yet so name of these questions really apply. Employee Handbook Information Points Earned* 0 of 0 00000. Does your company have a written employee handbook that workers have access to and includes any of the following information statement. A non-describation work hours. Pay and performance states. Palices on benefits, terminy singleyed. Conjugate repaired workers and possible sanctions. Justinary gradedories and possible sanctions.
Wrist percentage of employees on an FE (Pull Time Equivalent) basis are gold at least the against of a bring wage for an individual of the control of the co	Your company's healincare plan available to all hall-time workets includes: vertical visus? Company payment of 80% or or individual premium Company payment of 80% or of individual premium Company payment of 80% or of individual premium Out-of geodet maximum for individual coverage of \$1000 or less first of company HSA or equivalent contribution) Annual deductive for individual coverage of \$1000 or less first of company HSA or equivalent contribution) Collegated of \$20 or less per primary scene vist, paid for by wearier Prescription drug reverage wherein workers pay \$10 or less for by wearier Prescription drug reverage wherein workers pay \$10 or less for by wearier Prescription drug reverage wherein workers pay \$10 or less for primary from the last for non-formulary drugs Explore coverage of trapengleo-inclusive healthcame None of the above Supplementary Health Benefits Poince Exmed. 0.4 of 4.80000 What additional boards are offered to all furbrine renered workers? Ontats insurance Short-term desablery Long-term disablery Secretarial decembers are offered to all furbrine renered workers? Ontats insurance Short-term desablery Congress of contributions for qualified medical expenses (e.g., HSA, HRA, ESA) Domestic partner or covil union spousal boxolitis Life traversce No additional bornefits Other in pease describe We are a new fory auswess with no Auf Issue employees yet as none of these questions really apply: Employee Handbook Information Ponta Barned* 0 of 0 00000 Doss your company have a written employee handbook that warkers have access to and includes any of the following information and health access to a period of excess the propertical page. Page on period taltumers. An enti-paragraphic folicy Statement on work he boxo. Pay and priferinance assues Palices on benefits, rearing and results assues Palices on benefits, rearing and results. Company procedutes and possible sanctions Studement regarded on the folicy.
Wrist percentage of employees on an FEE (Pull Time Equivalent) basis are gold at least the against of a bring wage for an individual control of a strong wage for an individual control of a 2000000 and a strong wage for an individual control of a 2000000 and a strong wage doll gover (owest-paid worker (sexusing interns) receive during the last fiscal year? Wrist above two wage doll gover (owest-paid worker (sexusing interns) receive during the last fiscal year? Of or preton 11444 15-245 2354 + Ala - No living wage data averable for country of aporations Inflation Rate Compensation Adjustments Payers Fained: 0 of 0.00000 During the last fiscal year, did all full time and percorde workers receive an regresse to their salary/wages (exclusing bonuses) that all least receive the inflation rate in your country? Inflation Rate Compensation (inclusive of borus) as compared to the median compensation for full-time employees worked to the receive (one past fiscal year? > 100 23 - 10-20 11-354 6 - 100 2 - 10-20 11-355 6 - 100 2 - 10-20 11-355 6 - 100 2 - 10-20 11-355 6 - 100 2 - 10-55 6 - 100 2 - 1	Your company's healincare plan available to all hyl-time workets includes: which index's Company payment of 80% or individual premium. Company payment of 80% or individual premium. Company payment of 80% or individual premium. Company payment of 80% or individual coverage greature. Out-of-probed maximum for individual coverage of \$1000 or less (net of company HSA or equivalent contribution). Annual deduct tie for individual coverage of \$1000 or less (net of company HSA or equivalent contribution). Co-phyment of \$10 or less per primary care visa pead for by harfor. Peacy from drug develope wherein workers pay \$10 or less (net of company HSA or equivalent contribution). Reprime or \$10 or less per primary care visa pead for by harfor. Peacy from drug develope wherein workers pay \$10 or less for genomic drugs, \$30 or less for brand name drugs, and less for non-formulary drugs. Expiric coverage of transprended-inclusive healthcare. **None of the above. Supplementary Health Benefits Points Earned, 0.4 of 4,80000. What additional benefits are offered to all functions from the workers? Ontal insurance. Since term deablify. Long-term deablify. Long-term deablify. Long-term deablify. Exercised account mechanism for qualified medical expenses (e.g., HSA, HRA, FSA). Bomestic partner or evid union spousial benefits. **Cother - press describe. Wo are a new flay susavess with no Auli Issue employees yet so name of these questions really apply. Employee Handbook Information Points Earned* 0 of 0 00000. Does your company have a written employee handbook that workers have access to and includes any of the following information statement. A non-describation work hours. Pay and performance states. Palices on benefits, terminy singleyed. Conjugate repaired workers and possible sanctions. Justinary gradedories and possible sanctions.
Wrist percentage of employees on an FEE (Pull Time Equivalent) basis are gard at least the aquivalent of a bring wage for an individual 2739 35.69% 95.99% 1005 1005 1005 1006 1006 1006 1007 1007 1007 1007 1007	Your congany's healincare plan available to all Null-time workers includes: Verilla (Lawr) Company payment of 80% of lamps developing greature Company payment of 80% of lamps developing greature Out-of protect instances for included premium Company payment of 80% of lamps developing greature Out-of protect instances for included an overage of \$1000 or less first of company HSA or equivalent contribution) Annual deduction for included an overage of \$1000 or less first of company HSA or equivalent contribution) Company payment of \$70 or less per primary core via paid for by warrier Press from droin general payment works pay \$10 or less fee greater drugs, \$30 or less for brand name drugs, and less for non-formulary drops Explor coverage of transperiopelinicists in healthcare None of the above Supplementary Health Benefits Points Earned, 0.4 of 4,80000 What additional benefits are ordered to all functions from/red workers? Omits insurance Short-term deability Long-term deability Long-term deability Long-term deability Congleting deaph of the strength of the properties (e.g., HSA, HRA, FSA) Domestic partner or over union spousal benefits Under pressed exercise Via are a new for discovery and properties of 0 0,0000 Employee Handbook Information Points Earned: 0 of 0 0,0000 Does your company have a written employee handbook that workers have access to and includes any of the following information Via and the properties of the point day of the content of each etition Proposition of clink listor and forced compositiony viabor Number of Paid Days Cit? Points Earned: 0.583385 of 3,16667 What is the composition of the later and includes and freedom of each etition Proposition of clink listor and forced compositiony viabor Number of Paid Days Cit? Points Earned: 0.583385 of 3,16667 What is the composition of the later and freedom of paid days of (nectation policys) for full-time employees? On the properties of the paid days of (nectation policys) for full-time employees? On the properties of the propertie
Wrist percentage of employees on an FEE (Pull Time Equivalent) basis are gard at least the aquivalent of a bring wage for an individual 2739 35.69% 95.99% 1005 1005 1005 1006 1006 1006 1007 1007 1007 1007 1007	Your company's healincane plan available to all hall-time warkers includes: Verification? Company payment of 80% or or ordinates premium Company payment of 80% or ordinates premium Company payment of 80% or of includes premium Company payment of 80% or of includes coverage of \$7000 or less first of company HSA or equivalent contribution) Annual deductive for included increage of \$7000 or less first of company HSA or equivalent contribution) Annual deductive for You included increage of \$7000 or less first of company HSA or equivalent contribution) Copylyment of \$20 or less per primary event should be the warrier Prescription drug deterage wherein workers pay \$10 or less for formany HSA or equivalent contribution) Especial coverage of the prangender-inclusive healthcare X None of the above Supplementary Health Benefits Points Esmed. 0.4 of 4.80000 What additional benefits are offered to all full-time feelingly wishers? Dinate incurance Short-term desplicity Estimation despects are offered to all full-time feelingly wishers? Dinate incurance Short-term desplicity Estimation despects are offered to all full-time feelingly expenses (e.g., HSA, HRA, FSA). Domestic partner or civil union spoulal benefits Life invariance. No additional benefits Cother - prease describe We are a new flory durantes with no Auli Insie employees yet as none of fibride questions really apply Employee Handbook Information Points Exinder 0 or 0 00000 Doss your company have a written employee bandbook that warkers have access to and includes any of the failureing information Concentration work hours Pay and prefermance sours Palices on benefits. Inserting 4nd possible sourbons Statement regarded with fours Prohelition of class lation and forcedicompositiony lated. Number of Palid Days Off Points Exinded based of (including holidays) for full-time employees? Out to the days 9:15 work days 9:15 with days
Wrist percentage of employees on an FEE (Pull Time Equivalent) basis are gard at least the aquivalent of a bring wage for an individual 2739 35.69% 95.99% 1005 1005 1005 1006 1006 1006 1007 1007 1007 1007 1007	Your company's healincane plan available to all hyli-time workers includes: Company payment of 80% or or individual premium Company payment of 80% or or individual premium Company payment of 80% or or individual premium Company payment of 80% or individual premium Company payment of 80% or individual proving of 91000 or less first of company HSA or equivalent contribution) Annual deduction for individual coverage of 91000 or less first of company HSA or equivalent contribution) Corphyment of 470 or less per primary power vist paid for by worker Prestryono drug coverage whereon workers pay 100 or less first payment drugs, \$30 or less for brand name drugs, and less for non-formulary crops Expiric coverage of transpendentificus in healthcare X
Wrist percentage of employees on an FEE (Pull Time Equivalent) basis are gard at least the aquivalent of a bring wage for an individual 2739 35.69% 95.99% 1005 1005 1005 1006 1006 1006 1007 1007 1007 1007 1007	Your company's healincane plan available to all hall-time warkers includes: Verification? Company payment of 80% or or ordinates premium Company payment of 80% or ordinates premium Company payment of 80% or of includes premium Company payment of 80% or of includes coverage of \$7000 or less first of company HSA or equivalent contribution) Annual deductive for included increage of \$7000 or less first of company HSA or equivalent contribution) Annual deductive for You included increage of \$7000 or less first of company HSA or equivalent contribution) Copylyment of \$20 or less per primary event should be the warrier Prescription drug deterage wherein workers pay \$10 or less for formany HSA or equivalent contribution) Especial coverage of the prangender-inclusive healthcare X None of the above Supplementary Health Benefits Points Esmed. 0.4 of 4.80000 What additional benefits are offered to all full-time feelingly wishers? Dinate incurance Short-term desplicity Estimation despects are offered to all full-time feelingly wishers? Dinate incurance Short-term desplicity Estimation despects are offered to all full-time feelingly expenses (e.g., HSA, HRA, FSA). Domestic partner or civil union spoulal benefits Life invariance. No additional benefits Cother - prease describe We are a new flory durantes with no Auli Insie employees yet as none of fibride questions really apply Employee Handbook Information Points Exinder 0 or 0 00000 Doss your company have a written employee bandbook that warkers have access to and includes any of the failureing information Concentration work hours Pay and prefermance sours Palices on benefits. Inserting 4nd possible sourbons Statement regarded with fours Prohelition of class lation and forcedicompositiony lated. Number of Palid Days Off Points Exinded based of (including holidays) for full-time employees? Out to the days 9:15 work days 9:15 with days

Quick Impact Assessment

Level of Impact Focus Points Camed. 0 of 8,00000

Paid Primary Caregiver Leave for Hourty Workers Parts Samed: 0 of 0.00000

What is the minimum dumber of weeks terrand hourly markers receive paid grimany ciractiver leave, either through thir (dispany of the government).

- 0-5 weeks
 - 3-29 days
- 6-1) weeks 17-17 weeks
- 16 weeks or more
- Paid Primary Caregiver Leave for Hourly Workers Points Earned: 0 of 1, 16667

What primary parental leave posicies apply to your bourly workers, either through your company or a government program?

- Physics caregivers receive 4-12 weeks of time off for paryreal leave (including unpaid and part leave)
- formary caregivers receive 12 weeks to 6 months of time on for parental leave (including unpaid and paid leave) Primary caregivers accoive 6 months or mane of time off for parential leave (including unperdient pard leavel 3.5 works of permany parental leave for equivalent) is 100y paid.
- 6.12 weeks of previous parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parenter leave for equivalent) is fully paid
- 18+ weeks of primary parental teave (or equivalent) is fully paid
- $\left(\mathbf{x}\right)^{\prime}$. Animary caregivers receive no time off for parental leave

Professional Devolupment Ports Eamed: 0 of 0.00000

Does your company growde any of the following apportunities for professional development for your employees:

- Company has farmel proparating process for new employees
- a Company provided angoing training to employees in the last year
 - Company processor ungaing training to employees in the last year Company has a galley to embourage internal promotions and himps for advanced positions (positing job optimings internall Post, etc.).
 - trist, etc.) Company growdes projective insulating for career advancements or transitions (i.e. management braining for non-manage meracy. (St. etc.)

 Company Addition or has an allocated budget for entering possessinal development operaturities, including confer-acted activities on the an allocated budget for entering possessinal development operaturities, including confer-actediation, on the startings, etc.

 Note of the share

Employee Review Process Ports Earned: 0.6 of 3,00000

Which of the following is included at applies to your company's formal process far providing performance feedback to employ

- Process has a regular schedule and is conducted at least annually
- Peer and subgromate input
- Written guidance for career development
- Social and environmental goals
- Clearly-dentified and achievable goals
- A 360-degree feedback process
- x Angenored employees receive feedback None of the above

B [myset Assessment: Minnesots Center for Systemic Constellations

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Supplier Evaluation Practices Points Earned: 0 of 0.00000

When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Scopillers, which of the following apply?

- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on specific social and environmental performance standards that are best-in-di-for your educity (ISO, SASGO, etc.)
- Company visits a majority of Significant Suppliers on site

Supplier Screen Tapics Ponts Samed: 0 of 0,00000

What is the couplings engagemental street that is used for a majority of your company's Significant Suppliers:

- No formsi spreening process in piače
- Screened for negative practices or regulatory non-compliance (e.g., no child labor)
- Screened for positive practices (e.g. environmentally-freedly manufacturing process; excellent later practices, etc)

Impactful Banking Services Points Famed: 2,14286 of 2,14286

White characteristics apply to the financiar institution that provides the majority of your company's banking services?

- x Centrard COFI or national educations social investment (main-2600)
- x | Centified B Corporation
- Member of the Global Aplance for Banking on Values
- Cooperative bank or credit union
- x Local back communed to serving the community independently owned bank
- Name of the above

Inclusive Workplaces Ponts Samed: 0 of 0 00000

Does your company do any of the following practices to promote a diverse and accusive workforce and/or work environment)

- Company has a policy in place to identify and/or give proference to suppliers that are owned by underepresented groups
- Company provides diversity and inclusion training to employees (i.e. implicit dies everyiess, stc.). Company has himse practices that are designed to reach underrepresented groups.
- $x\in \mathsf{Company}$ has a formal program or committee tasked with issues regarding diversity and inclusion
- Company for otates employee resource groups for employees Name of the above

Living Wages for Workers from Low-Income Communities Points Famed: 0 of 0.00000

What is at workers reside in law-income communities AND are paid a living wide by this company?

- 6%
- 19-19% 20-25%

- Dan't Know

Worker Engagoment Practices Points Samed: Q of Q 00000

Do you conduct any of the following worker angagement practices to promote worker voice and satisfaction?

- Company conducts an employee satisfaction or engagement survey at least annually
- Company has complaint mechanisms to allow employees to raise usues or concerns without feer of reprisal Company formally suitable non-executive employee input or employees imply year in strategy scilling
- Company employees have union representation Other
- .x: Non-of the above

Community Engagement and Development Ponts Forned: 0 of 0.00000

Does your company do any of the following to promote community engagement and development?

- Company has maintained all of its jobs in the last year (i.e. there was not a reduction in the overall workfork)
- Company has cenated new jobs in the last year

 × Company pays taxes that support the community to provide essential (Molic sonice) Company is a meniter of a civic organization
- Company has a formal preference for purchasing and partnering with local independent businesses
- * Company has appreared the steel events for mix community
- x Company primarily serves clients/customers in their local community
- Other

Job Growth Rate Points Earned: 0 of 4.28571

Haw many of your company's full-time and partitime jobs were newly created over the last barjue months AND pay a in inglesses of the last barjue months AND pay a in inglesses of the last transfer months and the company of the last transfer mo

- 0% (no growth on a not basis) 25-49%
- Spending on Local Suppliers Points Samed: 1.472644767 of 2.14286

What percentage of your company's exposses lexitating labors was spent with independent suppliers local to the co headquarters or relevant production facilities in the rack fiscal year?

- <20%
- 20-39%
- **●** 40-59%
- Don't knew

Purchases from In Country Suppliers Points Samed: 0 of 0.00000

What Not your company's purchases (excluding labor expenses) was spent with Significant Suppliers within the borders of the country where the company's headquarters for largest faculty is located in the last PT?

- 5-4%
- 15-1954
- B Impact Assessment: Microsoph Center for Systemic Constellations 67.43

Workers from Low-Income Areas Points Earned: 0 of 0.00000

What to of workers (including full-time and partitime and temporary workers) are verified/self-identified to be a part of the following

- prouper individuals residing in a low income area ***** 0% 2-596
- 20.29%
- Dan't Know

Workers from Underempleyed Groups Posts Sames: 0 of 0.00000

What it at your workfarts (both habbins and performs) are women or from chipping ity underemplayed communities? Chromosty-underemplayed

- **6** 0% 1-9%
- 10-24%
- 25-39%
- 50%+

Pull-Time Workers from Underrepresented Groups. Ponts Eamed: 0 of 0.00000

What is of the following employment categories are women or individuals from minority or underrepresented populations? National reports full time workers

- 0%
- 10-24% 75,395
- 50%+
- SZA

Management from Undersimployed Groups Points Samet: 0 of 0 00000

What % of the managers (excluding executives) is from any of the following populations? Chronically undergrouped

- 6% 3.9%
- 10-24%
- 25-39% 40 45%
- 50%+
- Don't know

Manager Olversity Statistics Points Samed: 0 of 0.00000 Corporate Citizenship Program Points Samed: 0 of 0,00000 What Sof the following employment categories are women or individuals from removity or underrepresented populational Managers. Dogs your company have a formal corporate citizenship program in place that includes the following: Statement no the intended covisi or environmental impact of company's charitable contributions 0% Donamors Jevolucing for political causes) and in-lend contributions 1.9% Formal written denations commitment (including commitments with third-party certification, like 1% for the planet) 10-24% Valurteering during gard working hours 25-39% Pro bono service (e.g. consulting projects, management overhead) 40.45% x : Community development programs Community-desect investments Katching advidual workers' charitable donations as an effort to encourage charitable giving found know Attawing workers audion customers to select charings to second company's donations Management from Underemployed Groups Ports Famed: a of a.ccoad What their management (both funktime and partitime workers) are women, from chronics by underemployed communities apparents. Other (please describe) Other (preval) matesr nically-underengcoyeti Corporate Citizenship Program Points Samed: 0.384 of 0.96000 € 656 How does your company take part in cruc engagement? To write the provide and Out projection of the provided provided and the provided part of the provided 1.0% (9-24% Ferencial or in-knotidenations (excluding political couses) 25-39% Community investiguents Community or pro-bring service Arrangey for adoption improved social or environmental policies of performance 5054 Resturings with chartable displayations or membership with community arganizations Securified products or services to qualified underserved groups Executive Diversity Statistics Points Earned: 0 of 0,000000 Free use of company facilities to host community events What is of Secousives are warren or individuals from chronically underemplayed communities? Equity or ownership in the company granted to a comprosit Other - pleaso describe 1.9% 10-74% Management from Underrepresented Populations Points Famed: D of 1.03448 How many of your company managers, dentify as from another underrepresented social group? Social measurement on the company of the process with the 40.43% ⊕ 0% Don't know 1.9% Board of Directors Diversity fonts Sames: 0 of 0,00000 10-19% What he of the members of your Board of Oractors for equivalent) are waiting a individuals from chronically undeterminated communities? 20-29% 1075+ to make a Agricultura per come interesse terratura ana amendo Para a Bond CP 2010 CP 4, 0004 1004 2010 656 1-9% 10-24% 49-49% **●** 50%+ NA . No board of directors or equivalent Dan't know 51 Impact Assessment, Minoesuta Conser for Systems: Considerations 10 / 43 Monitoring Energy Usage Ports Barnet: 0 of 0.66667 Formato Management Points Earned: 0 of 1,03448 Daes your company menter, record, or report its energy usage? As a year per now your face govern a fer numeral as an value are usaged to be that it is a year in fermione many completed for in one medical in the control of the cont How many of your company managers identify as women? e an x We do not currently monder and record usage 1.9% We monitor and record usage but have set no reduction targets 10-24% We man for usage and have set exprosty sargets (e.g. relative to dollars of revenue, volume projected, etc.) that are bein 75-35% We mentor usage and have set absolute reduction targets regardless of company growth 40-49% We have met specific reguçtion rangets during the reporting period Don't know Monitoring Energy Use Relative to Revenue Points Famed: 0 of 0.00000 Dades your company monitor, record entition report as usage of energy and water, reliebve to company revenues? Energy: Environment We do not comendly monitor and record our usage. Physical Plant Points Earned, 0 of 0.00000 We more that record usage (no reduction targets) Does your company engage in some wholeshing activities that involve a physical plant for processing or packaging? Processor as a sum of the state in control or any processor or norm. We mander and report usage, and have specific reduction targets We manker and record, set reduction tengels and report progress on rangets annually to a voluntary public reporting We have mot or exceeded those targets in the last FY Low (mpact Renewable Energy Use Points Parted: 0.266666 of 1 33333 Environmentally Friendly Office Practices Ponts Earned: 0 of 0 00000 Does your company have any of the following environmentally friendly practices in the facilities where you operate? What percentage of energy use is produced from low-impact ronewable sources? Company formally encourages behaviors in facilities to reduce environmental impact freminders to faith lights off, paper printing re-use, not-disposable silventopidining ware. 35. 1-24% Company has programs in place to recycle standard recycleble materials. Company has a program in place to eccycle waste despined standard materials (including composting of food waste, etc). Company has worked with foodlord to promote more environmentally sustended conditional (including programs, energy officeror), etc.). 25 49% 50-74% 73.99% Company is iggated in a building with a comprehensive green building certification. in None of the above Dan't know Monitoring and Managing Water Use Ponts Samed: 0 of 1 00000 Environmental Design Practices Points Samed: 0 of 0 00000 Obes your company monitor and manage your water (sager) The primary and the foot according growing as growing primary that the transfer of the primary and the same that the same according to the same that Has your company integrated environmental considerations in the design of products or services in any of the following ways? We do not currently trionitian and record water usings We deput any monitor and include water usings but have not set any explicition targets. Company has conducted life cycle assessments on groducts/services Company has had the environmental impact of product or service (entitled by a bird party Company has recycling or recismation programs to support the proper disposal or relies of products The manifest and record water selege with have assisted in reduction targets incidence for pravious performance (e.g., a 5% reduction of water usage from baseline year). We regularly monitor and record emissions, all divious set occurs based targets necessary to achieve night analytic according to the record of the record Company has conducted source reduction evertises to reduce total volumes used in the product/service or its parkaging Company labels all materials in product for officially recycling. We have met specific reduction largets set during this reporting period Company disciplic products to facilitate disassembly and repair to extend useful life of and disposal of Component parts | X Other Monitoring Water Uso Relative to Revenue Points Earned, 8 of 0.00000 We after services, not products Obes your company monitor, record and/or report its usage of energy and water, relative to company revolues? . None of the above

We have men or exceeded those targets in the last FY

o monitor and record, set reduction cargets and regard progress on Lergets annually to a voluntary public reporting constri

11 / 43

We do not currently monitor and record usage We monitor and record usage (no reduction taigets) We monitor and record usage, and have specific reduction largets.

% of Environmentally Professed Input Materials Poins Famed Bior 0.00000

what is the % of renoties pindegradable, or environmental worstened/sustainable materials of the product including packaging in

1.74% 25-49%

75%+

Doug book

S/A - Company does not sell a physical product

Monitoring and Reporting Non-hazardous Waste Poiss Fames: 0 of 1,00000

How does your company monitor and manage your waste production?

To prove service and have proved the provincial source of cross in the service to a substitution and a substitution to the margarity of the service to the service to

 \mathbf{x}^{*} . We do not correctly monitor and rectird waste production

We regularly monitor and record wastn production but have not set any reduction tempels

We regularly monitor and record waste production and have set specific reduction targets relative to previous perfology, a SNI coduction of waste to target, from baseine years

Ve regularly monitor and record waste produced and have set a zero waste target

We have met the specific reduction targets set during this reporting period

We produce zero waste to langiful

Monitoring and Reporting Greenhouse Gas Emissions Points Available (0.00000)

Dock your company monitor, record and report the following outputs relative to company revenues? Greenkouse gas emissions

Company does not currently more for and record emissions

Company manifers and records emissions inclineduction fargets.

Company manifest and records, emissions and talk specific reduction targets.

Company manifest and records, sets reduction tempts and reports progress publicly on an annual basis.

Company monitors emissions and has met or exceeded those tergets in the last PY

Siminated emissions of this by-product entirely

Monitoring and Reporting Hazardous Waste Porks Available: 0.00000

Does your company monitor, eccord and report the following outputs relative so company revenues? Hozardous weste Including universe/ waste I generation

Company does not currently monitor and record waste generation

Company maintees and records waste generation into reduction targets)

Company manitors and records waste generation and has specific reduction targets

Company maniton and records, sets reduction tergets and reports progress publicly on an annual basis Company monitors waste generation and has met or enceeded those targets in the last Pr

. Fliminated emissions of this by-product entirely

B Import Assessment: Mannesca Contex for Systemic Constellations

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Greenhouse Gas Reduction Strategies Points Earned: D of D.00000

Have you studied the CHC crimisians of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

Yes for Scope 2

Yes for Scopes 1 and 2

Yes for Scooes 1, 2 and 3 res. for product the cycle

🍎 Ko

Governance

Internal Accountability Points Femod: 0 of 0 00000

Does your company do any of the following to promote good governance and accountability:

Company holds regular (at least monthly) management or staff meetings

* Company shares financial performance with employees

Company has infernal francisi controls to livin sicess to billing/gayments, etc.

2. Company has a code of ethics/ arth-corsustion policy.

Company has a whysiablowing policy

A portion of executive compensation (bonuses) is tied to social and/or environmental performance

None of the above

External Accountability Points Samed, 0 of 0 00000 Does your company do any of the following to provide external accountability and transparency?

Company has an advisory committee to provide advice and guidance
 Company has their financials reviewed and/or audited by a third party.

Company has a formal anard of directors

Company publicly shares data about its impaction workers, community, endior the environment None of the above

Mission Statement Characteristics Points Samed: 0.75 of 0.73000

Does your company's formal, written corporate mission statement include only of the Isliawing?

We write propagation accompany to a property to get heady some of a propagation company to company to get heady some of a company to get heady some of a

A general commitment to social or environmental responsibility (e.g. to conserve the environment)

x: A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic devel

A convenient to a specific positive environmental implicit le.g. reducing waste sent to landfills through appycled product $\label{eq:low-income} A \ commitment \ robserve, a target benefit/ary group in need (e.g. low-income customers, attaitfolder farmers).$

We have no written mission statement

Impact Business Models

Monitoring Air Emissions Points Famed, 0 of 0.00000

Obes your company monitor, record and report the following outputs relative to company revenues? Scanificant air emissions

Company dates not currently monitor and second emissions

Company monitors and records emissions (no reduction targets Company monitors and records emissions and has specific reduction targets

Company monitors and records, sets reduction targets and reports progress publicly on an annual basis. Company monitors amostions and has met or exceeded those targets in the last PY

Elemented emissions of this by-product entirety

Monitoring Non-hazardous Waste Porks Available: 0.00000

Obes your company monitor, lectors and report the following outputs relative to company revenues? Non-headridays waste

Company dass not currently more tor and record emissions

Company monitors and records emissions (no reduction pargets)

Company monitors and records emissions and has specific reduction targets.

Company maintais and records, sets reduction targets and reports progress publicly on an annual basis

Company manutors emissions and has met or exceeded those targets in the last FV

Siminated emissions of this by-product entirely

Monitoring Toxic Wastewater Ponts Semed: 0 of 0.00000

Obes your company monitor, record and report the following outputs relative to company involves? recordous and toxic water.

Company does not currently monitor and record emissions

Company monitors and records emissions (no reduction targets)

Company monitors and records emissions and has specific reduction rangets

Company monitors and records, sets induction targets and reports progress publicly on an annual basis

Company moretors emissions and has met or exceeded those targets in the last FY Exminated emissions of this by-product entirely

Monitoring Greenhouse Gas Emissions Ponts Earned: 0 of 0.66667

many construction company managers, greenhouse gas emissions for at least Scope 3 and 27 The Method teachers of the standard for numeral secondary you mayor, the energy on previous standard on a

We do not currently monitor and record emissions.

We regularly monitor and record emissions but have not set any reduction targets

We regularly monace and record emissions and have set specific reduction targets relative to previous performance (e.g., 5% reduction of GHDs from baseline year)

We regularly monitor and record emissions and have set appendic science-based rangers necessary to echieve global goals address chinate change. We have met the specific reduction targets set during this reporting period

We have achieved cargon neutrality

B [milect Assertance), Minnesota Center for Systemic Constitutions

Mission Lock Points Famed: 10 of 10.00000

Separato from a nession statement, which has your company done to legally ensure that its social or environmental performance is a part of its decision-making eventime, regardless of company ownership?

Signed a contract or Board resourcen committing to adopting a legal form that requires consideration of all stakeholders (e.g., squed 8 Corp Agreement)

The private ways implements; j
Adopted a basel's legal ority or joint powerves mission over time, but daes not require considerat of all safethodres in its declarancement of a safethodres o

s an independent or publicly-owned business, emerded corporate governing documents or adopted a legal entry or overnance structure that requires consideration of all statishoopers in its ideosion-making (e.g. benefit corporation). None of the above

Socially Beneficial Products and Sorvices Points Semed: 0 of 0,00000

Are any of your products or services designed to materially improve the aveilhood or wellness of your customes or their communities in any of the following ways?

Providing access to basic human needs for individuals who do not have access (although)e housing, electricity for off grid neighborhoods) Providing or promoting health or health core (vaccinations, medical software)

increasing knowledge through education or supporting educational initiatives (educational games, books) Providing economic appointunities for the economically disadvantaged (staffing services for the disabled)

×: Preserving or pramoting pullure and/ar arts and media. $(X_{\ell})^{\prime}$ (improving the social or environments) impact of organizations

Supporting this success of impactful businesses or organizations

... Name of the above

Environmentally Beneficial Products and Services Points Samed: 0 of 0.00000

Are any of your products or services designed to preserve or restore the environment in any of the following ways?

Parametrization of the following in a restar better in companies.

Our product or service provides or is self-powered by renewable or cleaner burning energy (e.g., wind burbines, solar powered lantenns)

powers amental). Our products of designed to conserve espaintes, including water, energy, or material (e.g., recycled products, energy efficient applicates, water conservation (ethicology).
Our product is designed to conserve or preserve land or widdlie (e.g., FSC Cont./ed paper / wood products).

Dut product or sorvice reguines and uses less tour, or hazardous materials (e.g. Cartified Crownic products)

Our groduction service provides environmental education or information

Our production practices are designed to conserve the environment across the company's entire operations x: None of the above

Focus on Boneficial Products and Services Porks Earned: 0 of 0.00000

How deep is your company's focus on these impactful products? Approximately what % of your revenues in the dist fiscal year came from products/services designed to have the impact you previously selected?

Note: The product of the products are selected.

1-74%

- 50-74%

'x. 100%

Beneficial Products and Services Design and Measurement Point Famer: 0 of 0.00000

Which of the following is true of your probacts and solvices designed to have the posters social or environment impact you just identified?

We have designed the product to be used by, or specifically benefit, customers that are law morne and/or underserved

- We have third party certifications or approvals betweenly the yoursecuring impact of your control top. Orligance forming Annium.

 We take the positive results of our impactful product through case stodies, surveys, or in depth ourcomes or vipact assessments.
 - We measure and/or manage she ontential negative or unintended impacts of our product / service

Community or Worker Focused Impact Business Models Points Samed: 0 of 0.00000

Does your company have any of the following community or worker focused impact business models?

- Our company intentionally hires and traves people with chronic barriers to employment Our company is owned by our employees and All employees have the opportunity to helpine banks
- Our company seeks out underserved or low intomine suppliers AND provides above market prices and/or additional support in an affort to help administratory (i.e. fair trade).
- Our business medic is designed to remain, directly, and regularly denote a matter of parties of the company's assets (>) of revenue, >3% of time, >20% of professionership to charillobe couses.

 Our business model is designed to supplied addition denote the second continuous.
- Our company is a producer cooperative designed to improve income generating opportunities for suppliers
- None of the above

B [mpact Assessment Minnesona Center for Systemic Constellations

12743

19743

Spard Review of Social or Environmental Performance Points Extract: 0.75 of 1.50000

Does this Board of Directors or equivalent governing body review your company's social or environment(4) performance on at "east an annual basis?"

- No, our Board doesn't review that
- You, this Board receives a general aposte on the company's social or environmental performance Yes, the Board reviews key performance inscators (KPIs) on the corporaty's education environmental performance
- N/A Our company has no Board of Directors of equivalent governing body

Stakeholder Engagement Points Serred: 0.35 of 0.75000

Has your congainy done any of the following to engage stakeholders about your social and environmental performance?

- $\times\!\times\!$. We have an advisory board that includes stakeholder representation
- We have a formal state you can be such as the control of the properties of the state of the stat
- We report the assults of stakeholder engagement on social and environments) performance to the highest level of oversige in the company, such as the Board.
- We publicly report on stakeholder engagement mathenisms and results
- Other piease describe
 - No formal stakeholder engagement

Social/Environmental Key Porformance Indicators Ponts Eamed: 0 of 1,50000

Are there key performance indicators (KPIs) or metrics that your (company Macks at least archivally to determine if you are magning your social or environmental objectives?

- We measure APAIMetrics or outputs that we have objected and defined an order to determine these are activiting our sor and environmental objectives.

 We measure social and environmental outcomes over time (examples, 3 departy impact assessments, progress out of provety indexing, beneficiary outcome surveys, etc.).
- We don't track key social or environmental performance indicators

Government Structures Ponts Farnet: 0 of 1.03882

What is the company's highest level of corporate oversigh?

- Dwner or Henager Governed (including Board of Directors with only owners) executives)
- Management, Executive Committee, or Democratic Governance Nan-Aductory Advisory Board
- Board of Expectors (with at feest one mismber who is not an executive of the company)

Internal Good Governance Posts Earned: 0.3338010500 of 1.05882

How does your company support internal management and good governance?

- We have a formal organizational chart outlining the mail/agement and regarding structure of the company We have written job descriptions for all employees outlining responsibilities and declarithmening authority
- x: We have management (earn meetings to plan strategy or make operational decisions)
- Qiher please describe
- None of the above

B Impact Assessment

Governance

Mission & Engagement

Level of Impact Focus Parks Fames 0 of 0.00000

Describe your company's approach to creating positive impact.
There is says detected to be able to many so were an increased in create the respective page.

- Creating positive social or environmental empact is not a focus for our huminess We occasionally think about the social and environmental impact of some aspects of our business, but not frequently.
 - We frequently consider our social and environmental impact table is shift a high priority in decision-making. We consistently incorporate social and environmental impact into decision-making because we consider it important to it socies and profitation of our business.
- We first our social and environmental impact as a primary measure of success for our business and prioritize it even in Cases where it may not drive profitability.

Mission Statement Characteristics Ports Samer: 0.73 of 0.75000

Does your company's format, written corporate mission statement include any of the following?

After an information many defendance and the new and the property follower for your party and the respective property and the property of the p

- No social of environmental commitment
- * A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- A Commitment to a specific positive social impactitle, proveity alleviation, sustainable economic developments
- A commitment to a specific positive environmental impact (e.g. reducing waste sent to candiblis through upcycled product A Commitment to serve a Uniquit beneficiary giving in need (e.g. low-income customess, smallholder farmers)
- We have no wetten mission statement

Mission Statement Posts Farned, of 0 00000

Please share the text of your former myssion statement here.

es wind un recturing un arment in some some more, merc.

Our mission is to serve the positiop good by being, and entractional and resource center for the multi-lavel learning of systemic constitutions for individual powerh and mediup for ongoing undesposed the entropied content for organizational and social change community of being roots. In those positionals enter the politicistism of the entertainty of the

Social and Environmental Decision-Making Points Farred: 1.2 of 1.50000

How does your company integrate social and environmental performance into decision-making?

The processor company integrate social and environmental performance into decision-making?

- Employee training that includes social or environmental issues malerial to our company or its mission
- Manager roles with job descriptions that explicitly incorporate specified and environmental performance
- Performence reviews that formerly incorporate social and environmental issues
- Composation and job descriptions of executive trians premiers that include social and environmental performance
- x. Spard of Directors review of social and environmental performance We measure out externalmes in inchetary terms and incorporate them you our financial basiness.
- None of the above

D Impact Assessment: Minnesale Center for Systemic Constellations

10743

Ethics Policies and Practices Ponts Famed: 0 of 1,05882

What practices ones your company have in place is promote ethical decision-making and prevent complete?

- . . A written Code of Fthics Alentico whisteblower policy
- We have created internal financial controls We have conducted an othics-focused risk assessment is the last two years
- Other please describe
- × Name of the above

Reviewed / Audited Financials Points Earned: 1 05882 of 1,05882

Obes the company produce functions that are reviewed or audited by the Board, other formal governing body, or independent third party?

Yes

Company Transparency Points Famed, 0 of 1,05982

What information does the company make publicly available and transparent?

In our purposes a confugation of a supposed to account type integers because in the section per technologies by the confuse of the confuse o

- Beneficial awterstop of the company Errangai performance (must be transparent to employees at minimum)
- Social and environmental performance tells impact reports;
 Membership of the Board of Directors
- x None of the above
- Governance Metrics

Last Fiscal Year Points Earned: of 0 00000

On what date did your last focal year end?

Reporting Currency Points Earned: 0 of 0.00000

Sology your reporting currency US Dollar - USD

Revenue Last Year Points Expedi 0 of 0 00000

Toral Samed Revenue from the last fiscal year

Revenue Year Before Last Points Samed, 0 of 0.00000

Total Earned Revenue From the fiscal year before last

σ.

Net Income East Year Points Earned: 0 of 0 00000

Not income From the last fiscal year

let Income Year Before Last Points Barned: Did 0.00000	Ownership Eligibility Ports Eamed: 8 of 0.00000
set victorie	Are all amployees formally eligible to participate in the ewnorthip structure of the company?
rom the fiscal year before last	90 that soft about a formation of the proposed passes to the stability of the factor to be desired under an appearance of the sound was post interpret and proposed and the sound sound of the sound of
	• res
Mission Locked	
Mission Lock Points Barned: 10 of 10,00000	# of Full Time Workers Points Formed: 0 of 0.00000
ieparate from a mission statement, what has your company dane to regally ensuse that his social or environmental performance is I part of its diposion-making over time, regardless of company ownership?	Number of Total Full-Time Workers Current Total Full-Time Workers
Signed a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders	Fig. 1999 to Comment of the contract for a contract for the contract of the co
(4) synact & Coop Agreement, Adopted a specific regal entity or powernance structure that prevenes mission over time, but does not require considerat of a strateholistics in its documentating (o.g. cooperative).	N. A.C. H. W Inc. I
or as straighordors in its decision-making (e.g. cosperative). As a subsidiary of another company that has not done so, amended corporate governing documents or adopted a regain	# of Full Yime Workers Last Year Poins Samed, 0 of 0,00000
entity or powertance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)	Number of Total Full-Time Workers Total for I-time workers twelve months ago
 As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity or 	1944 for 10 Debid Chilosophia per meneral bibara a pre meneral C
governance structure that requires consideration of all stakeholders in as decision-making (e.g. benefit corporation) Name of the above	# of Box Toron Washing Division Common Common
	# of Part Time Workers Points Samed: 0 of 0.00000
Workers	Number of Seat Part-Time Workers Current Stoff Part-Time Current Stoff Part-Time Current Current Current Current Stoff Part-Time Current Curre
Norkers Empact Area Entroduction	e
Ise Of Contracted Labor Ports Barned: 0 of 0,00000	# of Part Time Workers Last Year Ports Eamed: 0 of 0.00000
s any of your company's latinif performed by subcontracted digenizations or individuals, such as outsourced staffing services or	Number of Total Part-Time Workers
ndependent contractors:	Total parties workers control to such that ago Total parties workers control to such this ago The such to control of control to such that a control of the such that the
Yes, some of our labor is contracted to third party subcontractors that manage staff on our helper	6
Yes, we hare individual independent contractors who either work exclusively for the company, or work greater than 26 how per week for the company for longer than 8 6 month period.	# of Temporary Workers Points Samed: D of 0.00000
While we utilize independent contractors, they do not work exclusively for the company and do not work for us greater th	Number of Stal Temporary Workers
70 hours per week for longer than a 6 month period Name of the above	Caurieral Total Temposery Workers Permania and a primary and a program to a caurier permanents Permania and a primary and a caurier to a caurier to a caurier to a caurier to a caurier and a caurier to a caurier
	3
dajority Hourty vs. Salaried Workers Pants Barned 0 of 0 00000	# - I T
ive the majority (greater than 50%) of your engagyes; pad on a fixed casary or a daily or hourly waye? I has forestoods from the third than the transfer out that the most as the case of the store of the store of the case of the transfer of the case of the ca	# of Temporary Workers Last Year Points Samed: 0 of 0.00000
Fixed Salary	Number of SNAI Temporary Workers Yotal Remporary workers two we snooths aga
Daily or naunty wage	The matter on the opening of the production of the control of the community of the community of the control of
Vorkers Impact Business Model Introduction Points Eamed: 0 of 0.00000	Financial Security
s your company structured to denerál its employees in either of the following ways? In which now which have been an or which consists and consists his entertain beautiful which have an extract on you washed."	Lowest Paid Wage Pools Barned: of 0.00000
 Ownership structures that provide significant equity (>40%) and empowerment to all emplayees (e.g. emplayees when a companies, cooperatives) 	What is the company's lowest wage as carculated on an hourly basis?
Providing high quality jobs on professional development for individuals with chronic barriers to ampliayment (workforce development programs)	
None of Ine above	
None of the above B Impect Assessment, Mancesola Center for Systemic Constellations 21 / 43	U Impact Assessments Microsota Center for Systemic Ennatolizations 22/43
D Immed Accounts Managers Control to Surface of Surfaces Controllations	U Impact Assessment: Minnesota Center for Systemic Ennatoliauscus 22/43
D Immed Accounts Managers Control to Surface of Surfaces Controllations	U Impact Assessment: Microsola Cector for Systemic Constallations 22./43
D Immed Accounts Managers Control to Surface of Surfaces Controllations	U Import Assessment: Microsota Cector for Systemic Ennals/Europs 22.743 Employee Retirement Plan Points Ennad: 0 of 1.6000
B Impect Assessment, Mancesola Center for Systemic Constellations 21 / 43 6 of Employees Pald Individual Living Wage Pomis Barned: 0 of 3.20000 What percentage of Bingstyres on an FTE first Time Equivarient bases size part of test the equivalent of a histogrape for an	CZ / 43 Employee Ratification that Plan Points Sarred: 0 of 1.60000 White kind of Employee Retrainent Plan Points Sarred: 4 tenured warters at your company?
B Impect Assessment. Minnosole Center for Systemic Constellations. 21 / 43 6 of Employees Pald Individual Living Wage Pomis Earned: 0 of 3,0000 What pedicinates of ellipsionists on an FTC (full Time Equivalent) basis are good at least the explodent of a zwing wage for an individual.	Employee Rettrement Plan Points Sorted: 0 of 1,60000 What kind of Employee Reterment Plan is evaluate for all tenured workers at your company? **Third committee for the analysis of the committee of the commit
B Impect Assessment, Mancesola Center for Systemic Constellations 21 / 43 6 of Employees Pald Individual Living Wage Pomis Barned: 0 of 3.20000 What percentage of Bingstyres on an FTE first Time Equivarient bases size part of test the equivalent of a histogrape for an	Employee Rettrement Plan Points Sarred: 0 of 1.60000 What kind of Employee Reterment Plan is exhable for all tenured workers at your company? ***********************************
B [mpect Assessment, Manosole Center for Systemic Constellations 21 / 43 6 of Employees Pald Individual Living Wage Pomis Earned: 0 of 3.20000 What percentage of ellipsoyees on an PTE (full Time Equivalent) basss size gard of least the explosion of a histograps for an disolator. ×1564	Employee Rettrement Plan Points Sorted: 0 of 1,60000 What kind of Employee Reterment Plan is evaluate for all tenured workers at your company? **Third committee for the analysis of the committee of the commit
B [impect Assessment, Mannesole Center for Systemic Constellations 21 / 43 (6 of Employees Pald Individual Living Wage Pomis Earned: 0 of 3.20000 What percentage of ellipsoyees on an PTE (full Time Equivarient) basss size gard at least the explication of a histogrape for an disvidual? 4.75% 75.49% 90.59% 100%	Employee Rottrement Plan Points Sarrad: 0 of 1.60000 What kind of Employee Retrement Plan Points severable for all tenured warkers at your company? **Retrement pains a valuable with an campany mast! Partial match of severable from 4% Furnish match grouter from 4% Furnish of severable from 4%
D Impect Assessment. Mancevole Center for Systemic Constellations 21 / 43 6 of Employees Pald Individual Living Wage Pomis Barred: 0 of 3,0000 What packentage of surproyees on an FTE shull Time Equivarient basis site paid of least the equivalent of a aving wage for an relocation. **754 75-894 90-994	Employee Retirement Plan Points Extract Dof1.60000 What kind of Employee Retirement Plan is explainted for all beauted warkers at your company? **Retirements pain is awaitable with no corrigion match Pantis match of 4% or rises Pantis match gooker than 4% Full-match of 4% or tess Pulmatth greater than 4%
B [impect Assessment, Mannesole Center for Systemic Constellations 21 / 43 (6 of Employees Pald Individual Living Wage Pomis Earned: 0 of 3.20000 What percentage of ellipsoyees on an PTE (full Time Equivarient) basss size gard at least the explication of a histogrape for an 475% 75.49% 90.59% 100%	Employee Rettrement Plan Points Sarred: 0 of 1.60000 What kind of Employee Reteriment Plan's everable for all tenured warkers at your company? **Self-communication of Sarred Sava Mark with an carrigany metal. Partial match grounds of Sarred Sava Mark
D [impect Assessment, Manceole Center for Systemic Constellations 21 / 43 % of Employees Pald Individual Living Wage Pomis Barned: 0 of 3.20000 What precentage of employees on an PTE (full Time Equivarient) basis are paid at least the expansion of a hving wage for an disvidual? ✓ 75% 75.89% 100% NA	Employee Retirement Plan Points Extract: 0 of 1.60000 White kind of Employee Reterment Plan is expected for all tenured warkers at your company? **Element Plan is an above with an company map() Panal match proster Iman 4% Full match of 4% or its Pulmant of expected is a rese Pulmant of expected is a reserved in the expected is a reserved in the expected workers Pulmant of expected is not available for all tenured workers
D Impect Assessment, Mancessia Center for Systemic Constellations 21 / 43 (6 of Employees Paid Individual Living Wage Points Earned: 0 of 3,20000 What percentage of employees on an ATC (full Time Equivarient) basis are good at least the equivalent of a axing wage for an individual: 15-15 15-19-16 10-19 • No. 10-10	Employee Retirement Plan Points Extract 0 of 1.60000 White kind of Employee Reterined Plan is expended for all traured warkers at your company? **Retirement paint is awa labble with an company map() Panalis macch grouper than 4% Full match grouper than 4% Full match grouper than 4% Full match grouper than 4% Plan includes Socially Responded Investing option A. Retirement pain is not available for all lenuied worsers Financial Services for Employees Points Extract: 0 of 9 80000
B Impact Assessment, Mancesele Center for Systemic Constellations 21 / 43 6 of Employees Pald Individual Living Wage Points Barned: 0 of 3.20000 What percentage of employees on an ATE (fall Time Equivariant) basis size paid at least the equivalent of a histogrape for an administrative size. 175-895. 9-6-994. 1004. NA 6 of Employees Pald Famility Living Wage Points Eemed- 0 of 3.20000 What percentage of employees are paid at least the equivalent of a i-ving wage for a family? 4.75%. 7.25%. 7.25%.	Employee Rottrement Plan Points Sarrad: 0 or 1.60000 What kind of Employee Reterement Plan Points severable for all tenured warkers at your company? **Reterement pains a valuable with an company macch Partial match of 4% or less Partial match groater than 4% Fur match of 4% or less Put match groater than 4% If the match groater than 4% **Reterement pain is not a valuable for all lenuised workers Financial Services for Employees Points Famed: 0 of 0 80000 What financial protects, progress, or services soes your company provide that help to meet financial health needs of hourly employees?
B Impact Assessment, Mancesola Center for Systemic Constellations 21 / 43 6 of Employees Paid Individual Living Wage Points Barried: 0 of 3.20000 What percentage of employees on an ATC shall Time Equivarient basis are paid at least the equivalent of a hiring wage for an analysis of the equivalent of a hiring wage for an analysis of the equivalent of a hiring wage for an analysis of the equivalent of a hiring wage for an analysis of the equivalent of a hiring wage for a family 1 wage for a family 1 wage for a family 1 wage for a family 2 wage for a family 3 wage for a family 4 wage for a family 4 wage for a family 3 wage for a family 4	Employee Ratifement Plan Points Earned: 0 of 1.60000 What kind of Employee Retement Plan is evaluable for all behalfed surfers at your company? Retirement pains a valuable with no company mark! Pathol match gooter than 4% Four match of 4% or less Pathol match gooter than 4% Four match gooter than 4% Plan includes socially Responsible Investing aption is. Returning pain is not avoidable for all tenuined workers Financial Services for Employees Paints Famous 6 of 9 00000 What financial products, progrems, or services does your company provide that help to meet financial health needs of hourny employees? One on one way
B Impect Assessment, Mancesole Center for Systemic Controllations 21 / 43 6 of Employees Paid Individual Living Wage Points Earned: 0 of 3,20000 What percentage of employees on an ATE fruit Time Equivarient basis size good at least the equivalent of a hing wage for an analysis of the equivalent of a hing wage for an ATE of the equivalent of the equivalent of a hing wage for an analysis of Employees Paid Family Living Wage Points Earnes: 0 of 3,20000 What percentage of employees are paid at least the equivalent of a living wage for a family) 375% 75–85% 90–95% 100%	Employee Rotirement Plan Points Earned: 0 of 1.60000 What kind of Employee Recement Plan is explicitly for all tenured warkers at your company? Retirement plan is awaitable with an orangany metch Panda metch of 4% or ress Pandal metch groter than 4% Full metch of 4% or less Pandal metch groter than 4% Full metch of 4% or less Plan metch groter than 4% File metch of 4% or less File metch groter than 4% File metch groter than 5% File Retirement plan is not available for all tenured workers File Retirement plan is not available for all tenured workers File Retirement plan 5% File Reti
D Impect Assessment. Manceole Center for Systemic Constellations 21 / 43 36 of Employees Paid Individual Living Wage Points Earned: 0 of 3,0000 What percentage of singatyses on an PTE shull Time Equivarient basis site paid of least the equivalent of a aving wage for an ordinolate? ×754s 75-894s 90-994s 1004 • No. 6 of Employees Paid Family Living Wage Points Earned: 0 of 3,00000 What percentage of employees are paid at least the equivalent of a i-vino wage for a family? • ×759. 7-3-874s 90-954s 1004s 1005	Employee Ratinement Plan Points Earned: 0 of 1.60000 What kind of Employee Retement Plan Points exhaults for all beauted warkers at your company? Retirement pains a valid by with no company march. Pathol match gooder than 4% Four-match of 4% or less Pathol match gooder than 4% Four-match gooder than 4% Plan multingerater than 4% Plan multinger
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D Impect Assessment. Minocrole Center for Systemic Constellations 21 / 43 16 of Employees Pald Individual Living Wage Points Earned: 0 of 3,0000 What percentage of amployees on an PTE druit Time Equivalent basis are good at least the equivalent of a aving wage for an order-data? 4754 75-894 1004 NA 4 of Employees Pald Family Living Wage Points Earned: 0 of 3,20000 What percentage of employees are paid at least the equivalent of a i-ving wage for a family? 4 √259. 75-894 90-995 100h NA 6 Above the Minimum Wage Prints Earned: 0 of 1,60000 What percentage above the legal minimum wage does your loved-good hourly employee earn? 6 √ - Lowest wage is equivalent to minimum white 1-95 100-96 300-996 3	Employee Ratifement Plan Prima Eurod: 0 of 1,60000 What kind of Employee Reteriench Plan is existable for all beauted warkers at your company? **Retirement pain is and above with an gargany macch. Pathol match grober than 4%. **Furmation of 4% or less. **Pathol match grober than 4%. **Furmation of 4% or less. **Purmation of 4% or less. **Purmation of 4% or less. **Purmation of 5% or less. **Purmation or seventies of 6% or less. **Purmation or seventies of 6% or less. **Purmation or seventies or seventies of 6% or 10 50000 **What flankfull products, progress, or services does your company provide that help to meet financial health needs of hourly employees. **Our existing of 5% or less or seventies or less or country or less. **Purmation or seventies of 6% or less. **Our existing or short-term sevents programs **Law-inforcation or seventies of 6% or less programs **Law-inforcation or seventies or less for brand dame drugs, and \$5 toos for less for brand dame drugs, and \$5 toos for less for brand dame drugs, and \$5 toos for less for brand dame drugs, and \$5 toos for less for coverage of \$1000 or less one of company MSA or equivalent contribution) **Company asymbor of 68% et in drugs of 1000 or less one of company M

23 / 43

Health care Eligibility for Part Time Workers Points Earned: 0 of 2,00000

When do partitions workers become else his to pasturate in healthcare plans offered by your componed.

- Partitions workers are not engine of time of func, but become engine to gamic pate within their first 6 ments of engine property.
- Part-time workers are explain to participate at time of hins
- Part-time workers are only eligible if they work more than 20 hours a week Part-time workers are eligible even if they work less than 20 hours a week
- Partitione workers are not eligible to payticipate in company sponsored insurance plans
- × N/A We don't have part-time employees

Workers Participating in Healthcare Plan Ponts Earned: 3 of 2,00000

On an FTS basis, what percentage of your employees is enroted in this height care (gives/ge previously identified?

- < 70%
- 80-89%
- 90.99%
- 100% ■ N/A

Supplementary Health Benefits Points Famed: 0.4 of 4.00000

What additional benefits are offered to air full-time serviced workers!

- Deixar insurance
- Short-term disability
- Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- Domestic martner or civil union spousal benefits
- No additional benefits
- We are a new tiny business with no full time employees yet so none of these quastions really apply

Career Development

Professional Development Policies and Practices Ponts Earned: 0.45 or 1,50000

Have does your company provide training apportunities to employees for professional development?

Softman over the company provide training apportunities to the development of the company of the compan

- We have a formal onboording process for new employees
- 1x We affered anguing training on core go responsibilities to employees within the last year
- We have a postry to encourage internet promotions and hiring for advanced positions (in g. posting sob-openings internets feet) We provide Crūšá-škija. Dá naro for career advántementa or transitions (e.g. management transporter non-managers)
- We provide non-cateer-specific iffe-skill training leig if mancial iteracy. English as a Second Languagei
- We facilitate or have an affocated budget for external professional development apportunities, (e.g. conference attendant onine trainings)
- We grow to embursements or programs for intensive continuing education credentials (e.g. college degrees, professional liconsures) Name of the above

25 / 43

- B Impact Assessment: Minnesota Center for Systemic Consocilations

Paid Secondary Caregiver Leave Points Earled: 0 of 0 81250

What secondary patents: leave policies are available to your workers, either through your company or a povertiment amountm?

- Workers receive unpaid time of for secondary parental leave
- Womers receive up to 7 weeks for full pay equivarent) paid leave. Workers receive between 2 to 5 weeks (or full pay equivalent) paid leave.
- Workers receive greater than 5 weeks (or full pay equivalent) paloteave.
 Solicy does not distinguish between primary and secondary caregoving, or provides equivalent tens and pay to both.
- x No secondary campivor loave is offered to employees

Supplementary Benefits Ports Samed, 9 of 1,62500

What supplementary benefits are provided to a majority of non-managerial workers? hospeds the provincements for more a majority.

- · On-side ch-lideare
- Official substituted condeads
- Free or subsidized meals
- Poscy to support breast each or mothers
- Orner please describe
- K Name of the above

Worker Empowerment Ports Samed, 9 of 0.81230

How does your company engage and empower workers?

- We have formulated feedback and compraint mechanisms beyond direct reporting lines to address concome and improve company precities.
- We have processes in prace to provinge vigur from employees prior to operational and/or strategic poxicy or practice change Employee compland ℓ input mechanisms are reviewed at least every other year, with input from employees themselves if the process
- Company stacks usage of reput) feedback / complaint mechanisms and resolution / implementation races
- We have adopted open bank management or self-management prioriples within the workpiece. Workers have opportunity to elect memberis) to the Board of Ortectors.
- Other oxease describe

Starveying and Benchmarking Engagement and Attrition Points Sorred: 0 of 0 81250

Haw does your company monitor and evaluate your worker satisfaction and evgagement?

- We namulate employed attention rate
- We benchmark employee attribon rate to relevant benchmans
- We regularly (at least once a year) conduct employee sabsfaction or engagement surveys.
- We benchmark employee satisfaction to relevant industry benchmark
- We disaggregate carcivations based on different demographic groups to identify trends We nuclearform industry benchmarks on attrition
- We outperform andustry benefitmarks on satisfaction
- Name of the above

Engagement & Satisfaction (Hourly)

Employee Review Process Points Samed: 0.6 of 3.00000

Which of the following is included or apoles to your company's formal process for providing performance feedback to employees?

- Process has a regular schedule and is conducted at least annually
- Peer and subordinate input
- Written guidance for cazeer development
- Social and environmental goals Clearly-identified and achievable goals
- A 350-degree feodback process
- All tentired employees receive feedback
- . Note of the above

Career Development (Hourly) Skills-Based Training Participation Points Earned: 0.28571 of 0.28571

Exclusing newly hred workers, what is of full-time and partitime workers received the fallowing hypes of formal training during this 32 in control.

Skills based mixings to advance core yob responsibilities.

- 0%
- 1.24%
 - 25.49%
- 50%+
- Don't kluby

Hours Spont on Training Points Samed: 0.57143 of 0.57143

On average, approximately how much time of disakh worker spend on deskasted, jeb velated training or education in the past tracker material.

- 6-10 bours
- 21± flours

External Professional Development Participation Points Samed: 0 57143 of 0.57543

What percentage of full-time workers has participated in external professional development or Melong learning opportunities in the past fiscal year? r i Na 1270, Elde Stelle Contratte in the Board of Contratted and applicate on the contratted of the contrast of the contrast

- 7-24%
- ♣ 50% 4
- Engagement & Salisfaction

- B Impact Assessment: Microsota Confer for Systemic Coextellations

Number of Paid Days Off Points Samed: 0 583335 of 1.16567

What is the compairmment number of paid days off (including holidays) for full-time employees?

- 0-8 work days
- 16-20 work days 21-25 work days
- . 25+ work days
- Paid Primary Caregiver Leave for Hourly Workers Points Famed: 0 of 1.16667

What primery parental leave policies apply to your hourly workers, either through your company or a government program?

- Primary caregivers receive 4-12 weeks of time of for parental tears (including unpest and gast leave). Pormary caregivers receive 12 weeks to 8 months of time of for parental leave (including unpaged and paid leave).
- Ammery caregivers receive 6 months or more of time off for parental leave (including ungain and pivel solve)
- 3-6 works of primary parental leave for expiration() is tury para
- 5-12 weeks of primary parental leave for equivalent) is fully paid 17-18 weeks of primary parental leave (or equivalent) is fully paid
- 18+ weeks of primary parental leave (or equivalent) is fully paid
- ·× · Primary caregivers receive no time off for parental leave

Collective Bargaining Ponts Earned: 0 of 0.81250 What percentage of your employees are covered by a collective berganway agreement?

- 65-00%
- 81-90%
- >90%
- NA company is a cooperative or has other self-management methanisms for employees.

Community

Community Impact Area Introduction Community Oriented Impact Business Model Points Samed: 0 of 0.00000

Opes your company's business model overee a specific positive brenefit for stakeholders such as charitable partners, wondors or suppliers in need, or your local community?

Diversity, Equity, & locfusion

26743

rerse Ownership and Leadership Ports Samed: 0.51774 of 1.03448	Female Management /oints Earnot Doft 03445
iour company majority-painted or keed by individuals from any of the following groups?	শতম many of your company managers derchy as wemen?
, K. Led by a woman	• 0%
Led by an advidual from a race) or other memory	1.9% - 10.24%
Led by another underrepresented individual (veterans, LGST, etc.) Majority ewind by women	25-39%
Majorky ewined by individuals from natial or efficie multiplies	40-49%
. Majorky awned by other underrepresented Individuals (votorans, LGET, etc.)	· / 50%+
None of the above	Dani know NA
eating and Managing inclusive Work Environments Points Samed: 0.310344 of 1.93448	
isth of the following practices does your company have in place around divisity, equity, and sicusion?	Management from Underrepresented Populations Points Earned: 0 of 1,03648
We include a statement in all our job postings with a commitment to diversity, equity, and bisfusion	How many of your company managers identify as from another underrepresented social group?
We conduct ananymous or "bling" reviews of applications or resumes without attaching charges or identifiable characterist	England og trå gog efograngsagn sen a som eiga og par amelleform menet MA
We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable	♠ 0% 1.9%
x . We effer trainings for all employees on topics related to diversity, equity, and inclusion	. 10-194
We have set specific, measurable diversity improvement goals We have conducted a pay equity analysis by gender, racelethnicity, or other demographic factors and, if occessary,	. 20-25%
influence conducted a box admits analyze and contract transfer or other demonstrative recommends.	· 30%-
. Name of the above	Don't know
easusement of Divorsity Paints Avarable: 1,05448	Supplier Diversity Policies or Programs Rooks Earned: 0 of 0.51724
hat altributes of a riverse workforce does your company track, either through aronymous surveys on other methods legal in your	Does your company have any of the following policies or programs in piece to promote diversity within your supply chain?
spliction? Note, in some excurationals, collection of this data may be requisited by law. Consult Acal regulations to determine if lection is possible and do so within the bounds of propriety and the law.	We track diversity of ownership among our suppliers
memorial framework or profit (i) (policy of the profit framework of the profit of the	 We have a policy to give preferences to suppliers with ownership from uniferroprossited populations.
Sorrocconomic status (as determined by low income residence, education revel, etc.)	We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
Race or ethnicity	. We have a formal program to purchase and provide support to suppliers with diverse ownership
Gender	K, your of the spone
: Age Quer - press describe	S(A - Collecting supplier data or having preferential treatment politics is idegal in my country of operations
Vane of the obave	Supplier Dwnership Diversity Pons Famed, 0.38793 of 1.03448
·	What generatage of your purchases were from companies that are majority-based by women or individuals from underrepresented
gh to Low Pay Ratio Paints Samed: 1.03445 of 1.03448	populations)
het multiple is the highwit componisted individual paral victurive of bonus, as compared to the lowest pard full-time worker?	3%
>70×	1-9%.
16-70x	25-39%
6104	40-49%
● 1-5x	50%+
	Con't 4now
	Economic Impact
	Geographic Structure and Scope Ponts Samed: of 0.00000
	We realize that for companies with more than one office, the definition of local another entitle a more complicated one to asswer. Phase bell us a bit about the structure of your company personality.
I Frapace Assostranal: Minnopole Center for Systemic Comtollations	We realed that for companies with more than one office, the derivation of local involvement is a more complicated one to answer Please tell us of back the structure of your companies. We are located to St. Paul AM and also to serve the upper Hoddlest of the US B Emport Ameniment: Microsopha Contine for Systems Compatibilities 30 J. a.
Trapace Assocrament-Minnersola Centur for Systemic Comtellations . 24741	Please hall us a bit about the structure of your company peoprephically. We are located to St. Paul AM and also to serve the upper HoldWast of the US Black to be proposed to Managing Continue for Engineering Control Interest.
	Please hall us a bit about the structure of your company peoprephically. We are located to St. Paul AM and also to serve the upper HoldWast of the US Black to be proposed to Managing Continue for Engineering Control Interest.
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ביש Jobs Added Last Year אסרת: Earned: מ of 0.00000 uniber of full-time and paint-zina jobs that have been added to your company's poyoull. Enter 0 ול מספר סייל your company has no yeter	Please tell us a bit about the structure of your company peoprephically. Visit are Acceled to St. Paul AM and also to serve the upper Holdwiss of the US B Emport Assessment: Minnessula Centur for Systeman Constributions 30 / a. Corporate Citizenship Program Points Earnest: 0.384 of 0.96000 Haw does your company take past in, civic engagement? No remains the transformation the appendix about the Court Paul Paul Paul Paul Paul Paul Paul Paul
ew Joba Added Last Year Ponts Eamed: 8 of 9,86000 umber of full-time and parts rive jets that have bren added to your company's poyed!! Enter 0:f none or 4 your company hes no	Place hall us a bit about the structure of your company peoplephically. Vier are Acceled to St. Paul Att and who to server the upper HoldWest of the US B Emport Amenicans Microsopila Contin for Systemus Constellations (c) 4. Comparate Citizenship Program Points Existed: 0.384 of 0.96000 How does your company take past in civit in appointment Assembly in the Company take past in civit in appointment Assembly in the Company take past in civit in appointment and the Company and the second or second and the Company take past in civit in appointment. Financial or in-Media debate on a second as one could be provided as the Company of the second or power of the second or second as one could be provided as the Company of the second or second or second or country. Financial or in-Media debate on a second or second or country in the Company of the second or second
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ew Jobs Added Last Year Ponts Eamed: 3 of 0,00000 umber of full-time and part-time jabs that have bren added to your company's payroll, Enter 0 if none or 4 your company has no structure months. ### Open Company has no structure of the company of the company has no structure or the co	Place tell us a bit about the structure of your company people-phically. Vier are Acceled to St. Paul Att and with to server the upper Holdwiss of the US B Emport Assessment: Miscrepula Contin for Systeman Constellations (O) 4. Corporate Citizenship Program Points Earnest: 0.384 of 0.96000 Have does your company state part in civit impagement for the program of the program and the program of the progra
ew John Added Last Year Ponts Eamed: 8 of 0,00000 umber of full-time and part-time jobs that have bren added to your company's poyed!. Enter 0:f none or 4 your company has no others of	Place hell us a bit about the structure of your company people-phosity. We are Acceled to St. Peof Att and also to serve the upper Holder's of the US D Import Assessment: Minocolla Center for Systeman Constitutions Corporate Citizenship Program Points Earnest: 0.384 of 0.96000 How does your company take past in civit: repagations? Assessment of the Acceledation of the amended as acceledation of collaboration of the acceledation of the Ac
cow Jobs Added Last Year Points Earned: 3 of 0.00000 umber of full-time and partition jobs that have been added to your company's poyell. Enter 0 if none or 3 your company has no partition months. 0 10 Growth Rate Admix Samed: 0 of 4.28571 20 wanny of your company's full-time and jobs lives newly created over the last backer months ANO pay a living wage?	Place hall us a bit about the structure of your company people-phosity. Vie are Acceled to St. Part Att and also to serve the upper Holdings of the US B Empires Assessment: Minocephia Center for Systemus Constellations (Corporate Citizenship Program Points Earnes): 0.384 of 0.38000 Haw does your company size part in civic registering to the constant program of the constant point of the con
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aw Jobs Added Last Year Points Earned: 0 of 0.00000 umber of full-time and partition jobs that have been added to your company's poyed!. Enter 0 if none or 3 your company has no states to receive months. **Opening the product of	Please tell us a bit about the structure of your company peoprephically. Vie are Acceled to St. Part Att and after to server the upper Holdwiss of the US B Emport Assessment: Miscognilla Center for Systemus Constellations (Corporate Citizenship Program Points Earnest: 0.384 of 0.36000 Haw does your company also part in civic regognment? International Company was part in civic regognment? Exercised Company was part in civic regognment? Community company and part in civic regognment and consist in a civic regognment and assessment international consistency and a consistency of the consistency of the company
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cw Jobs Added Last Year Ponts Earned: 8 of 0,00000 Inform of full-time and part-time jobs that have bren added to your company's poycell. Enter 0 of none or if your company has no other to the two-time months. It would be the company's full-time and part-time jobs were newly created ever the last breive months AND pay a living wage? We would not company's full-time and part-time jobs were newly created ever the last breive months AND pay a living wage? Only (or grands on a net basis) 1-24% 2-3-4% 3-3-5-4	Please tell us a bit about the structure of your company pegapaphosity. Vision Accessed to St. Part Att and after to server the upper Holdwiss of the US D Emport Assessment: Minosepilla Contin for Systeman Constellations (O) a Corporate Citizenship Program Points Emission 3.34 of 0.98000 Hawidest your company take past in civic impagement International Company take past in civic impagement Extended Company take past in civic impagement Extended Company take past in civic impagement Extended Company take past in civic impagement in the order of the pagement in the company of the pagement in the company provided covered in the pagement in the company of the pagement i
provides Added Last Year Points Earned: 8 of 0,00000 Inter of full-time and paint arising jobs that have bren added to your company's poyabil. Enter 0 of none or if your company has no obstructive months. In Growth Rate Admits Farmed: 8 of 4,28571 Sometimes of your company's full-time and paint-time jobs were newly created over the last bactive months AND pay a living wage? In Oil (no growth on a net basis) 1,24% 5,34% 5,35% On-accredited Investor Ownership Poets Somed: 0 of 2,14286	Place to tell us a bit about the structure of your company pegapsphically. We are Accased to St. Part Att and also to serve the upper HoldWiss of the US D Import Assessment: Minnessula Center for Systeman Constitutions Corporate Citizenship Program Points Earnest: 0.384 of 0.96000 How does your company take pair in civils repaperment? Assessment contribution for the amended a secretal and county in a constitution of the amended and and and and and amended and and amended and and and and and and and and and an
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arw Jobs Added Last Year Points Earned: 0 of 0.00000 Jumber of full-time and partition jobs that have been added to your company's poyed! Enter 0 if none or 3 your company has no states to the records. Of Growth Rate Adnia Samed: 0 of 4.28571 all among of your company's full-time and partitine jobs were newly created even the last basive months ANO pay a living wage? On (a report so in a net basis) 1.244 35.435 50% On-accredited Investor Ownership Poets Samed: 0 of 2.10286 hat percentage of the company is comed by individuals who would quarify as non-accredited investors? On-accredited Investor Ownership Poets Samed: 0 of 2.10286 hat percentage of the company is comed by individuals who would quarify as non-accredited investors? On-accredited Investor Ownership Poets Samed: 0 of 2.10286 hat percentage of the company's surresting totaled laddity to at least two-triving of the company's wardance? Investor Ownership Poets Bamed: 2.14286 of 2.14286 Don't know pending on Local Suppliers Poets Earned: 1.43884162 of 2.14286 And Don't know seed of your (company)'s expensit (extraor) later) was spent with independent suppliers Poets for Anonomy's acceptance of the company's expensit (extraor) later) was spent with independent suppliers local to the company's acceptance of the company's later of the company's company's later of the company's company's later of the company's later of late	Please tell us a bit about the structure of your company pegapaphosily. We are Acceled to St. Part Att and also to server the upper Holdwiss of the US Disport Assessment: Misnessila Contential to server the upper Holdwiss of the US Corporate Citizenship Program hours Earned: 0.384 of 0.96000 Haw does your company take past in civit: repapament? Assessment or in the content of misnesses and acceled an acceled analysis acceled an acceled analysis acceled an acceled an acceled an acceled an acceled analysis acceled an acceled an acceled an acceled an acceled analysis acceled an acceled an acceled an acceled an acceled analysis a

31 / 40

Civic Engagement & Giving

Significant Supplier Descriptions Ports Famed: 0 of 0.00000 % of Subcontracted Services Accountable to Code of Conduct? Ponts Earned, 0 of 7,00000 Rease select the types of companies that represent your Significant Suppliers: At a control to select matter at this enforcement against execute the control to be control to the or his control to the first term. The last 100 king of the control to the control Product Manufacturers 0% Professional Service Prims (Consulting, Legal, Accounting) 2-20% × 1 Independent Contractors 21.49% ix Marketing and advertising 50-74% Office Supplies 15-99% Benefits Providers 100% -Technology ♣ kyx Baw materia's Screening / Monitoring for Services Spints Samed, 0 of 0 Secon Older - piease describe Which of the following methods are used to evaluate the social or environmental impact of your subcontracted services? We represent a procedure of the control of the procedure of the control of the procedure of the control of the procedure of t Social or Environmental Screening of Suppliers Ponts Famed: 0 of 0.00000 Company shares policies or rules with subcontractors but does not have a venification process as place Does your company screen or gyaluate Significant Suppliers for social and environmental impact? Company requires subcontractors complete self-designed assessment Company utilizes third party risk or impact assessment roots (8:A) Company conducts routine auditories are of subcontractors at least every two years ● Na Company has third parties conduct rounce auditalieviows of subconventors at least every two years Subcontracted Services Points Earned: 0 of 0.000000 X None of the above Obes your company subconfract support services (starting) essential to the delivery of your services to other individuals or organizations? % of Subcontracted Services Screened / Monitored Ponce Earned: 0 of 2,00000 What this of your subcontracted services (on a Currency basis) are evaluated based on the methods selected in the provi 195 1.25% Subcontractor Screening Topics Pages Famed: 0 of 0 50000 Dates your company review or set requirements regarding the labor practices of his subcommitted service providers that includes the following topics? 21-49% 50-74% Compliance with all regardless and regulations 100% Compliance with infernational human nichts and labor standards (for employees and contractors) Payment at or above industry benchmarks Independent Contractor Practices Points Ferred: 0.25 of 1.00000 Payment of a living wage (for employees and contractors) Employee benefits provided What are your company's policies regarding independent contractors that do not work for the company greater than 20 hours per week for longer than 8 6 month period? The destruction of the residence of the period? Professional development opportunities Other labor practices We have a formal routine process for independent contractors to receive post-projection -contract performance feedback We have a formal nation process for independent contractors to receive post-grouped or -contract performance feedback to company. None of the above Cour independent contractors are verifice to cities work on a time-bland trace, spirt their time with work for other cherks. Base been affered employment. Independent (contractors are paid a inving wage icalculated 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 Environment Environment Impact Area Introduction Il Ympact Assessment: Michesota Center for Systemic Constellations B Inward Assessment, Mannesota Center for Systemic Constellations 33 (43 Type of Facilities Ports Famed, 0 of 0.00000 Monitoring Greenhouse Gas Emissions Posts Earned: 8 of 8.66667 What kind of facilities does your business primently operate in? How does your company manage its greenhousing as emissions for at least Scope 1 and 27 Company-owited office space We do not currently monitor and record emissions. We requiatly monner and record protections but have not set any reduction largest Leased office space We regularly mobility and record emissions and have set specific reduction targets relative to previous performance (e.g. 5% reduction of CHGs from baseline year) Co-working Space Virtue/ or home offices We regularly mannor and record emissions and have set specific accence-based targets necessary to achieve global goals address of mate change. Environmental Business Model Prints Famed, D of D 00000 We have met the specific reduction targets set during this reporting period Are your company's products or process structured to restore or preserve the environment, or any of the following ways? **Company of the company of the following ways are not on the environment of the process of the company of the We have achieved carbon neutrality % GNG Emissions Offset Poins Famor Q of Q 66667 Through a manufacturing, wholesare or agriculture process which is designed to significantly reduce environmental impar-compared to symmatigratrices for the industry If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set? Through a product or service that preserves, consumes, or restores the environment or resources * Name of the above 1.24% 25,49% Air & Climate 50-74% Monitoring Energy Usago Points Famed, 0 of 0.66667 75-99% Data your company mandar, record, or report 4s energy $wshipt^2$ we were not not according to a constant of a con Don't know ** We do not currently mondor and record usage. ♠ N/A - No certion offsets purchased We mandar and record usage but have set no reduction targets We monetor usage and have set mensity targets colg. letative to dollars of nevenue, volume produced, etc. I that are bein Water Monitoring and Managing Water Use Points Samed, 0 of 1,00000 We manifer usage and have set absorble reduction tergets regardless of company growth We have mot specific reduction targets during the reporting period Bods your company monitor and manage your water usage? In the second over by a parameter a parameter a copyr, the second properties are promited in a parameter and parameters. Renewable Energy Usago Pomis Famed: 0.04166625 of 0.38333 × . We do not currently morytor and record water issage We requisity monitor and record water usage but have not set any reduction tenters What percentage of energy use is produced from renewable sources? We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseling year). We regularly monitor and record emissions and have set science-based rargers necessary to achieve austainable usage inited to our local watershed. 1-24% 25-49% We have met specific reduction targets set during this reporting period 50-74% Land & Life 75 99% 100% Monitoring and Reporting Non-hazardous Waste Points Famed, 0 of 1 00000 How does your (simpleny monitor and markage your waste probaction? The simple promite and the standard transmission access to be control to a new property of the simple property Low Impact Renewable Energy Use Porks Samed: 0.266666 of 1.33333 We do not currently manifor and record waste production What percentage of energy use to profuced from towning act renewable sources? asymmety monetor analysecord was reproduction but have not set any reduction targets We regularly monitar and record woste production and hove set appoint induction targets relative to great our performance, a.g., a 5% reduction of reacts to landful from baseline years 0% \$-24% regularly monusprand record waste produced and have set a zero waste target 25.49% We have met the specific reduction targets set during this reporting period

50-74%

75.99% 100% Dan't latew We produce zero waste so londfill

34 / 43

Bazardous Waste Disposal Points Barned, 1 of 1,00000

Can your company verify that your hazardous weste is always disposed of responsibly?



40

, AJA - We have elimination hazardous waste

Customers

Customers Impact Arga Introduction

Customer impact Business Model Introduction Ports Earner, 0 of 0,00000

Does your productivenuse address a social or economic problem for or through your customers?

Social and the observations according to expenses a social and processes to expense the social and the soci

No

Customer Stewardship

Managing Customer Scewardship Points Samed: 0 41675 of 1,25000

Does your company do any of the following to manage the impact and value created for your Customers or consumers? In which improves a consumers?

We often product / service guerantees, warranes, or protection policies

- We have third party quality certifications or accreditations
- We have formal quality control mechanisms
- We have feedback / customer service feedback or complains mechanisms
- We monitor customer or consumer satisfaction
- We assess the outcomes produced for our customers through the use of our product or service
- We have written policies in place for ethical marketing, advernancemt, or customer engagement
- We manage the privacy and socurey of client / customer data. None of the above

Monitoring Customer Satisfaction and Retention Ponts Sames 0.25 of 3.25000

Which of the following are true of your company with regards to Costomer or client satisfaction and/or reference?

- * . Company shares customer satisfaction internally within the converse
- Company shares (vistomer satisfaction publicly
- Company has specified rangels for customer / skert satisfaction
- in the last year, company has only eved specified largets for satisfaction None of the above

Managing Product Impacts Points Farred: 0 of 1,25000

Does the company do any of the Islaming with regards to managing the potential impact their products have on customers (

- Company regularly monitors customer outcomes and well-being
- Company has formal integries to successful accordance to extend and feedback into product design.

 Company has formal integries to place to commoney improve buccarries produced for customers including cediating beginning in produced for customers including cediating beginning to increasing posterior effects.
- Other

B Impact Assessment: Minnesota Center for Systems: Crimitellations

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No formal Registration Under Domestic Regulations Ports Available: 0.00000

Resix ndicate if the fellowing statements are true regarding whicher or not the company engages in the fallowing practices. Chock as I that apply If the statement is true, select "tes." If false, adject "to." Company is not fellowing registerior in accordance with or relevant registrations with registerination.

No.

Tax Reduction Through Corporate Shalls Ponts Institution 0.00000

Please indicate if the following statements are true regarding whether or not the company engages white following practices. Creat all final angly if the statement is true, select "Net," if last, seed, "Net," if a last, seed "Net." if last, seed the." is seed that a last recommendate it is offer southfort instant, and he statement purposes the first offer southfort instant, and he statement purposes the first offer southfort instant, and he statement purposes.

Conduct Business in Conflict Zones Paints Available: 0.00000

Press 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 "liss," If false, safe(timbo). Company operation in confining longers.

No.

Sale of Data Points Available: 0 00000

Please indicate dutin following afferements are truo regarding whether or not thin company engages in the following practices. Check a what apply if the statement is true, select rise, if false, select "No.". Company action of not effect selects to concurrent or used many.

Sq

Facilities focated in sensitive ecosystems Points Available () 00000

Rida's indicate if the following statements are true regarding whether or not the Company engages to the following practices. Check all that oppy: if the statement is true, select "tes", if a fails, select "tes" in a company check are in braided displant. Our officers company facilities are installed displant to an anisotromic cotopytems.

Company prohibits freedom of association/collective bargathing Points Available, 0.00000

Please indicate of the fellowing statements are true regarding whether or not thin company engages in the following practices. Check of that apply if the statement is true, select "test" if rate, select "test", select "test", or Company profiles markets from their selection and or selection or selecti

. No

Employs Individuals on Zero-Hour Contracts Pants Available, 0.00000

Rease indicate if the following statements are true regarding whether or not the company engages in the following practices. Check in that apply if the statement is true, select Ties in 175 yet, select Tio in Company employ califorably on per-henor contracts.

ves No

Disclosure Questionnaire

Disclosure Industries

Gambling Points Available: 0.00000

Pease nd cate if the company is unvaiced ill production of or trade in any the following. Select Yns far all options that apply Combing

Disclosure Persography Police Australia Control

Please indicate if the company is avoided in production of or trade in any the following. Select this for all options that apply Pathography

Payday, Short Term, or High Interest Lending Pools Available a conce

Please indicate if the company is lavalized in production of or trade in any the following. Select Yes for all applies that apply, short-term, or high-interest leading.

Illagal Products or Subject to Phase Out Points Avadable: 0,00000

Please indicate if the company is involved in production of or trade in any the following. Select has far all options that apply indicates or extredies that are responsed country laws or regulations where they have operated, baseling in international connection or an optionement, or subsolid to international phase-law or regulation.

Industries at Risk of Human Rights Violations Ports Available: 0.00000

Please indicate if the company is thoo wed in production of or trade in any the following. Select Yes for all options that apply, industries receiving upon materials at high risk of human rights infragements (e.g. Conflict immersal).

Other Points Azakable: 0.00000

Piesse indicate if the Company is avolved in production of or frage in any the following. Select fee for as options that apply. Other industries that may (Ause special or environments) harm or any subject to stateholder tritoriem or connem

Company Explanation Of Disclosure Item Flags Ponts Available, Control

If you selected "Yes" providingly, please provide a detailed explanation of the company's involvement here for some our force about more proposed.

Disclosure Practices

8 Impact Assessment, Minnesota Benter for Systemic Constellations

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Company workers are prisoners Ponts Available: 0 00000

Please indicate if the following statements are true regarding whether or not the company empages in the following practices. Chocks at facts apply if the statement is true, select "log" if false, select "log" company uses where who we make apply if the statement is run, select "log".

. Yes No.

Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Available 0.00000

Pleasn medete if the following statements are true regarding whether an not the company engages in the following practices. Check as that apply if the statement is true, series "test" is fast, pales? "No." or overeity or engages in the following practices. Company employs waters under the age of 15 (or other minimum wants age covered by the international collow or operations of the other ot

Overtime For Hourly Workers Is Computatry Ports Available: 0.00000

Please indicate if the fallowing statements are true regarding whicher or not the company engages in the fallowing practices. Chesis at that appy of the statement at true, seed. Then, I finding, select "this" or Overmi

. 50

Other Points Available: 0.00000

Floare indicate if the following siatements are true regarding whether or not the company engages in the following practices. Cinctly without apply if the subtement is true, suckin "Me", if feet, seach "Me.".

The process with my content of the suckin suckin seach in a sea subject to stakeholder concern.

Company Explanation Of Disclosure Item Flags Ponts Available: 0.00000

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

Distlosure Outcomes & Penalties

Littlgation or Arbitration Points (waisale: 0.00000

Please modicate if the following statements are true repairing if the company has experienced any of the following in the post 5 years (These as that apply if the Asterment is true, seeds "feet" if Also, seeds "foot" updated the statement will be seed the seed of the seeds "foot of the Asterment of the Seeds of the

Yes

On-Site Fatality Ports Available, 0.00000

Piesse indicate if the following statements are true regarding if the company has experienced any of the following in the pair 5 years. Chock all find apply: "The statement is true, select "res" if Poles, select "No".

Complaint has not operational or inchingly to feating.

Yes 54

Company has filled for hankruptcy fives evaluate: 0,00000

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 Company has Federal Enables apply. The statement is true, select "res" if raise, select "No".

Company has Federal Enables(or Enables(or Enables)).

Yes

Na

Bribery, Fraud, or Corruption Ponts Available: 0.00000

Please indivite if the company has had any formal (ompicing to a regulatory agency or been essessed any fine or senction in the past five years for any of the (Glowing produces of policies, Check all that apply Company has committee, Ever permissed only or been accessed or before, fixed, or corruption

Na

Anti-Competitive Bohavior Points Assessie: 0.00000

Please introduct of the company has had any formal complaint to a regulatory agency or been assessed any line or sanction in the past fire years for any of the following practices or policies, Check as that apply.

Penalities or adequations of anis-competitive behaviour.

No

Financial Reporting, Taxes, Investments, or Loans Ports Available: 0.00000

Pressy indicate if the company has had any formst compitant to a regulatory agency or been essessed any fine or sanction in the past flow years for any of the following practices or policies. Onest actual apply. Philitides report of pursoidal reporting, tax payment, unvestigents, or subsides.

Yes

Na

Political Contributions or International Affairs Ponts Available: 0.00000

Please indicate if the company has had any format complaint to a regulatory agency or been assessed any fine or sention in the past they parts for any of the following practices or policies. Check of that apply.

Pleastbur regarding political conditionations or manner and affairs.

Yes

ka

Labor Issues Ponts Available: 0.00000

Please inscale if the company has had any formal complaint to a regulatory agency or been assessed any line or sanction in the past this years for any of the following practices or paticles. Check of that apply Latin penalties, including safety and decrimination.

No

Breaches of Confidential Information Parks Available, 0 ercore

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 modes are that apply of the datement is true, select float if finite, select float interest in the process of the following in the past 5 modes are dated principles and costs are deviated conferenced and are

Yes

B longact Assessment: Mizzusseta Center for Systemic Construents

45 / 43

Business in Contilet Zones Points Avaisable: 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers. Operation in conflict points.

hes

٧a Don't Know

Negative Social Impact Points Available: 0.00000

Poste introde if any of the following statements are true repending your complety's against suppliers.

Proctices or outcomes that produced substanted registive impacts reparating human rights, labor conditions, or local communities.

. Yes

Den't Know

Negative Environmental Impact Points Available, 0.05000

Presse indicate if any of the following statements are true regarding your company's significant suppliers. Practices or outcomes that produced substantial negative environmental impact.

Significant Layoffs Points Available: 0.00000

Please indicate at the following statements are true regarding if the Company has experienced any of the tolknowing in the past 5 years. Check will that apply if the statement to true, select "fee" if Taise, select "fee".

Company has had layalfs of more than 20% of the workforce.

· Yes No

Mazardous Discharges Into Air/Land/Water (Past 5 Yrs.) Ponts Avallable: 0.00000

Peace 40 date if the following statements are true regarding if the company has experienced any of the following in the paid 5 years. Clear all that apply if the datement is true, select fresh of blue, exect fresh. Group any saw less experienced condocial distinguished but, find or water of hazarding substances.

Yes

Large Scale Land Conversion, Acquisition, or Relocation Points Are lable: 0.09000

Pease indicate if the following statements are true regarding if the campany has experienced any of the following in the past 5 years. Check at their popular if the statement is they seed: Test if online, seed the Construction or prompt in demands in the past in the pas

No.

Penaltics Assessed for Environmental Issues Points Available: 0.00000

Priase indicate if the company has had any formal company to a regulatory agency or been assessed any time or sanction in the past five years for any of the thosewing processor againsm. These all that apply. Internationalism amongement prescribes, including among where the processor and processor against the processor and processor and processor against the processor and processor as a processor and processor and processor and processor and processor and processor and processor as a processor and pr

Yes

Violation of Indigenous Peoples Rights Paints Avadable: 0.00000

Rease and cate if the Company has hed any formal comprised to a regulatory agency or been essessed any fine or sanction in the past five years for any of the following practices or patiests. These stall that gaps, company has hed elegations or pentates for infringing on indigeneous people's majors, for instance by infriding lands commit or used by indigenous propries withour full documented consent of such peoples.

No.

Other Points (wessible: 8,00000)

Place indicate if the company has bed any firm of consisting to a regulatory agency or been assessed any fine or sanction in the pask fire years for any or the Following devices or policies, there is that apply. Other presides company, or greateness from the company of the president of the company of the policy of the president of the company of the policy of the president of the company of the policy of

Supply Chain Disclosure

Company Explanation Of Disclosure Itam, Flags Points Available: 0.00000

If you selected "Yes" previously, please provide a dotaling explanation of the Company's experience related to the previous statement here.

This was not explain more than 10% of any other previous.

B Impact Assessment: Mennesota Center for Systemic Constellations

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04/01/2019 11:59 PM

Steve Simon Secretary of State

Oteve Vimm