



Office of the Minnesota Secretary of State

Minnesota Public Benefit Corporation / Annual Benefit Report

Minnesota Statutes, Chapter 304A

Read the instructions before completing this form
 Must be filed by March 31
 Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.
 Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. Corporate Name: (Required) Software for Good, GBC

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report. (see instructions for further information); Note: Use additional sheets if needed. (Required)

We have used the B Labs Impact Assessment as a third-party standard, applied in a manner consistent with the third-party standard's application in our previous reports. See the attached documentation from B Labs and narrative benefit report for additional details on Software for Good's public benefit in 2021.

4. 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 Statutes. 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.

Casey S. Wellin

Signature of Public Benefit Corporation's Chief Executive Officer

2022-03-28

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

casey@softwareforgood.com

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Colleen Powers 612-518-4269

Contact Name Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?
 Yes No



Software for Good

Impact

2021

Public Benefit Report

Software for Good, GBC

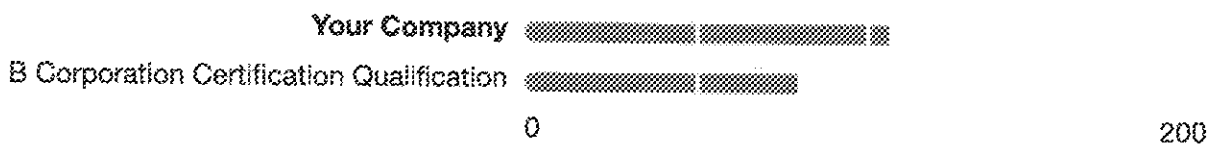
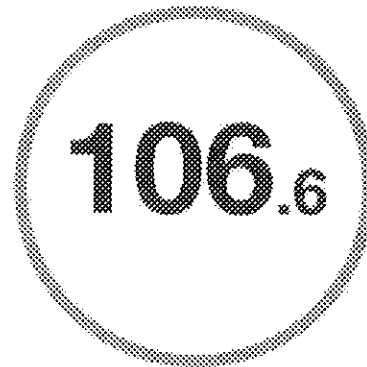
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Software for Good, GBC

For Fiscal Year End Date:
December 31st, 2020



Governance	QUESTIONS ANSWERED	OVERALL SCORE
	24/24	16.8



Workers	QUESTIONS ANSWERED	OVERALL SCORE
	46/46	38.6



Community	QUESTIONS ANSWERED	OVERALL SCORE
	37/37	22.0



Environment	QUESTIONS ANSWERED	OVERALL SCORE
	12/12	7.0



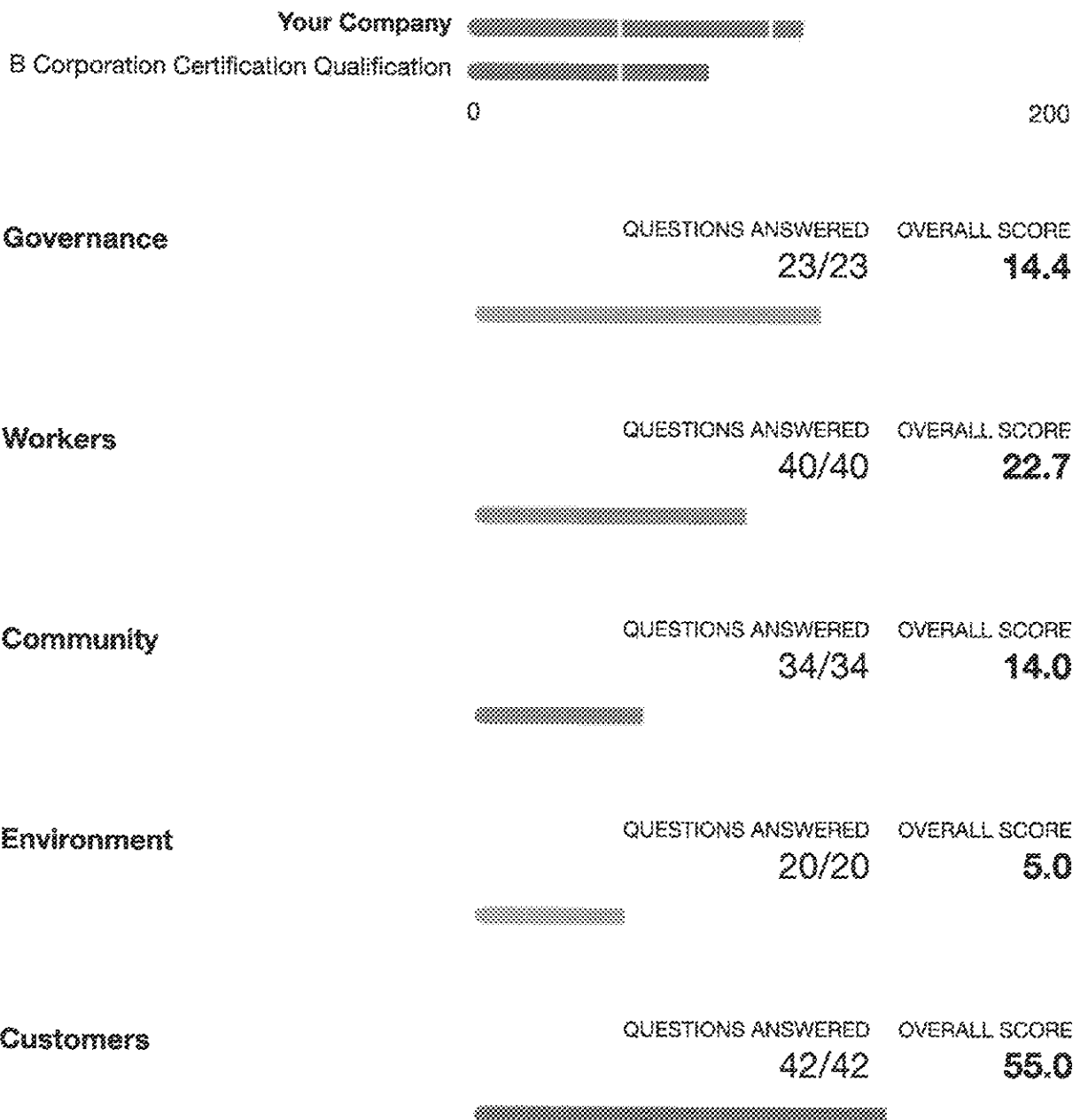
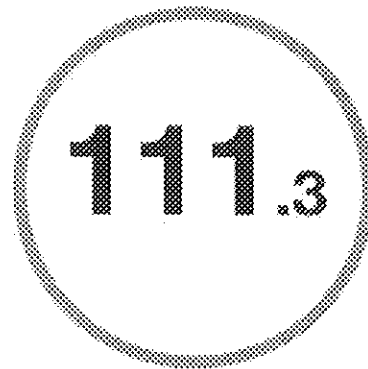
Customers	QUESTIONS ANSWERED	OVERALL SCORE
	29/30	22.0





Software for Good, GBC

For Fiscal Year End Date:
December 31st, 2019



Tech for inclusion and transformation



In 2021, we continued to feel the acute potential and responsibility of using technology to support positive impact. From the earliest days of the year, we witnessed threats to the future of democracy and the planet. We continued navigating a global pandemic and marked the one-year anniversary of George Floyd's murder, shortly after hearing guilty verdicts for Derek Chauvin. We watched billionaires take self-funded trips to space and new tech trends dominated by people focused on making money, while inequality and climate crises continue to grow.

These challenges call us to constantly consider Software for Good's impact and how we can improve. As a public benefit corporation, we don't measure growth and success by profit alone. For us, growth means helping human beings solve bigger problems and build stronger solutions for the benefit of people and planet.

Within the team, we're envisioning what the next few years look like: working on bigger, more complex projects; supporting democracy, justice, and community action; using human-centered design to ensure anything we build is ethical and inclusive; and ensuring that our team and contractors can maintain a high quality of life.

Naturally, we can't do this alone, and we're eager to keep partnering with organizations doing good and learning alongside fellow practitioners. This report shares highlights from the past year and our ongoing commitment to pursue benefit to people and planet as well as profit.



Using our superpowers for change

In 2021, we...

- Supported positive parenting skills for families who have experienced trauma by launching two new websites and a Learning Management System for our client **ADAPT**
- Helped **Shelter Animals Count** improve animal welfare nationwide by launching their new data portal, which captures information from animal shelters and rescues that the organization uses for analysis and reporting
- Explored the future of public safety with our client **The Black Response Cambridge** as they launch a holistic alternative emergency alternative response (HEART) program
- Launched the website for **ConnexMSP**, a growing program of GREATER MSP that helps ensure career opportunities for young BIPOC professionals
- Evaluated the **City of Saint Paul's** supplier platform, where vendor companies can bid to work on projects, and recommended ways to make it more accessible and inclusive
- Helped our client **Tanka Fund** meet their goal of raising more than \$50,000 during the Support the Return campaign, funding projects that restore buffalo to Native lands and communities
- Enhanced developer teams at several companies using tech to deliver health and wellness coaching, diabetes care, and more
- Continued to partner closely with **HousingLink** as they roll out Housing Hub, a platform we built to make affordable housing waitlists simpler and more accessible

Investing in good

70.5%

of 2021 revenue from projects with purpose-driven organizations

\$200,000

awarded to Software for Good in a competitive grant to support our apprenticeships, as part of the Tech Training Pilot Program from the Minnesota Department of Employment and Economic Development (DEED)

\$10,000

contributed by Software for Good through the Venn Foundation to support organizations like TechDump, which combats electronic waste while providing opportunities for formerly incarcerated people

230

average hours of paid time off logged by each employee

In 2021, we sponsored:

Pollen

media arts organization that promotes empathy, connection, and action through storytelling and events

The Coven

our Gold sponsorship supported their Brave Space Salon series, an exploration of the anti-racism journey led by The Woke Coach

Black Tech Talent

supporting their first-ever Summit for job seekers, employers, entrepreneurs, and students

City of Minneapolis' Trans Equity Summit
we also participated in the virtual career fair

New funding to make tech more inclusive



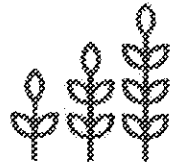
2021 marked the fifth year of Software for Good's giving and internship program, which pairs up-and-coming tech professionals with mission-driven organizations to provide hands-on, for-good experience. This summer, the program was awarded a competitive grant as part of the State of Minnesota's Department of Employment and Economic Development Tech Training Pilot Program!

The grant funding allows us to expand our apprenticeship program in software engineering and human-centered design, and to create more opportunities for young adults who are Black, Indigenous, and people of color.

That's why we're now calling it an "apprenticeship." Because of the goals of the DEED funding and the work experience our program offers, we see working with Software for Good as a step between learning tech skills and being ready for a full-time job.

Apprenticeship highlights from 2021

- Our summer interns met with Mayor Melvin Carter to present their work on the Budget Game, an online version of an activity that helps Saint Paul community members understand the city budgeting process and share their priorities
- We partnered with Prime Academy and the City of Saint Paul's Right Track as part of their first-ever UX Academy program, which trains young people in UX design and research skills and places them in internships — we hosted one intern from the program during the summer
- We met with DEED Commissioner Steve Grove, fellow Tech Training grantees, and partners like 30,000 Feet and Black Tech Talent to discuss how this program can equip young BIPOC professionals to pursue careers in tech



In 2022, we plan to:

- Achieve the goals of the DEED grant by working with up to 20 new tech professionals and helping them find full-time work in the industry
- Share what we've learned with fellow tech companies and organizations that work with apprentices
- Look ahead to the future of the program, including continuing to partner directly with training programs, employers, and mentors to ensure that participants are prepared for successful, fulfilling careers

Exploring the future of public safety



In 2021, conversations about the future of public safety continued to draw new attention in response to police killings and oppressive practices. Software for Good had the chance to jump into these discussions firsthand – and consider how technology can play a part.

In April, we were introduced to **The Black Response Cambridge**, a grassroots group in Massachusetts leading calls for an alternative, non-police emergency response option in their city. After meeting with the coalition of organizers, nonprofit professionals, and elected officials, we began researching and exploring how tech could support a new program called **Cambridge HEART** – Holistic Emergency Alternative Response Team.

Software for Good's team interviewed service providers in Cambridge, from established nonprofits to volunteer street teams; reviewed community surveys and reports; and talked to alternative response teams in other cities, such as Oregon's long-running CAHOOTS program. We explored partnerships with tech solutions that already exist, including RAHEEM, a company building tech infrastructure to support non-police emergency response.

During the project, we presented our findings to the Cambridge City Council and the members of the HEART coalition, helping the team advocate for funding and support as they launch.

Currently, the HEART program is training first responders, working on a partnership with the City of Cambridge, raising money, and preparing to officially start responding to calls this year. We're excited to see them grow — and to keep applying what we've learned about alternative public safety programs as these initiatives expand around the country.

Reimagining 911 at Code Switch



In September, we partnered with Techquity and Open Twin Cities to host the sixth annual Code Switch, a hackathon focused on disrupting inequity and driving community-led change. Code Switch coincides with the National Day of Civic Hacking hosted by Code for America, so we shared their theme for this year: Reimagining 911.

For the second year in a row, we kept Code Switch virtual and encouraged teams to work for up to a month on projects involving open source tech, open data, and/or human-centered design. For the kickoff event, we assembled a powerhouse panel of Minneapolis-St. Paul leaders:

- Acooa Lee Ellis, Greater Twin Cities United Way
- Mitra Jalali, Saint Paul City Council Member
- Irene Fernando, Hennepin County Commissioner
- Rox Anderson, Relationships Evolving Possibilities (REP)

The speakers invited participants to explore many ideas about 911 and safety: What would you want to happen when you're in an unsafe situation and need support? How do you want help to show up? How do we define what success and accountability look like when introducing new ideas? What would it mean for public safety and emergency response to be life-affirming?

The speakers noted that there are many ways to innovate on 911, including iterating on the current system and exploring alternatives. Next, participants continued brainstorming and shared pitches about specific projects — from developing an open data standard for 911, to prototyping an Uber-style star rating system for first responders.

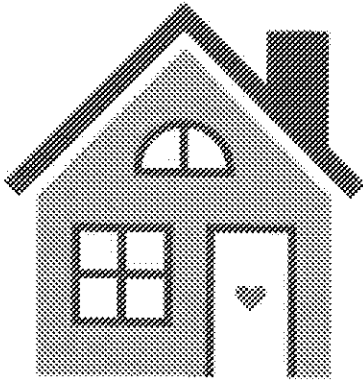
In the month after the kickoff, participants had the option to continue working through Open Twin Cities' Slack workspace and weekly virtual meetups. At the end of the month, we gathered virtually again to share results and discuss how to carry these insights and ideas forward.

“The power resides in the hands of the people.”

said Sharon Kennedy Vickers, Chief Information Officer at the City of Saint Paul and co-founder of Techquity, during the wrap-up event.

“As technologists, we have a real opportunity in putting information out.”

The challenges with public safety remain active and urgent — and so do the opportunities for us all to use our skills for change.

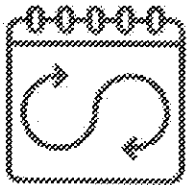


Sharing insights about tech for housing relief

In 2020, we worked with our partner HousingLink and the State of Minnesota to support the state's distribution of millions of dollars in COVID-related housing relief — launching the software in just a few weeks.

In 2021, we sunset the software after the COVID-19 Housing Assistance Program wrapped up. And we began sharing the lessons we'd learned from collaborating with government and a nonprofit to build something quickly and iterate over time, such as:

Trust and flexibility.



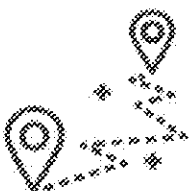
Because of our previous work with HousingLink and their relationship with the state — and given the extremely short timeline — we were given the trust and flexibility to build toward the ultimate goals of the project, rather than being prescribed detailed specifications.

Meet people where they're at.



We worked to support people throughout Minnesota who may not have had access to internet or a printer. While the state initially insisted on an ink signature for the application, talking to program administrators after launch made it clear that this was a barrier, and we updated the software to support digital signatures.

Evolve in response to new information.



At first, the software was designed for families to receive assistance just once, but as the pandemic and its challenges went on, some people needed additional support. A few months after the initial launch, we rolled out a major update to allow for returning applicants.

2021 speaking appearances

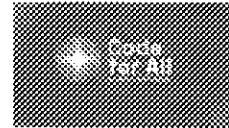
We shared the lessons of the COVID-19 Housing Assistance Project alongside HousingLink's president, Sue Speakman-Gomez, at:

CODE for AMERICA

Code for America Summit



Good Tech Fest



Code for All Summit

TECH CONNECT
Powered by MnTech

TechConnect (MnTech)

TECHFORWARD>>>

Tech Forward
(TechImpact)



MN Community
Action Partnership



The COVID-19 Housing Assistance Project is featured as a case study in the **Civic Design Library**, curated by Rosenfeld Media and the Beeck Center for Social Impact + Innovation at Georgetown University.

Our team also spoke at:

- Genesys Works' College & Career Connections Conference
- Career Pathways for Women in Tech (MnTech)
- Twin Cities Startup Week

GENESYS WORKS.

Twin Cities Business' Tech 20

SfG's impact was featured in *Twin Cities Business*, as founder/CEO Casey Helbling was named one of their Tech 20.

4

CASEY HELBLING
Founder/CEO, Software for Good

When you're a founder, you're always looking for ways to grow your business. Casey Helbling, founder/CEO of Software for Good, is no exception. In the past year, he has led the company through a period of rapid growth, and he's looking for ways to continue to expand. Helbling is a serial entrepreneur, having founded several other companies in the past. He is currently focused on growing Software for Good, a company that provides software solutions for social impact organizations. Helbling is a frequent speaker at industry events and is a member of several advisory boards. He is also a mentor to young entrepreneurs and is passionate about giving back to the community. Helbling is a graduate of the University of Minnesota and holds a degree in computer science. He is currently pursuing a master's degree in business administration from the University of Minnesota. Helbling is a member of the National Venture Capital Association and the National Association of Manufacturers. He is also a member of the Minnesota Venture Capital Association and the Minnesota Technology Association. Helbling is a frequent speaker at industry events and is a member of several advisory boards. He is also a mentor to young entrepreneurs and is passionate about giving back to the community. Helbling is a graduate of the University of Minnesota and holds a degree in computer science. He is currently pursuing a master's degree in business administration from the University of Minnesota. Helbling is a member of the National Venture Capital Association and the National Association of Manufacturers. He is also a member of the Minnesota Venture Capital Association and the Minnesota Technology Association.



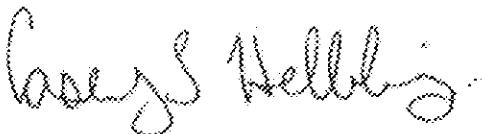
CASEY HELBLING'S ORGANIZATION

Board of Directors Certification

The Software for Good Board of Directors certifies that the independent third-party standard has been designated as B Lab for the 12-month period ending on March 31, 2022. B Lab is a nonprofit organization whose main office address is 155 East Lancaster Avenue, 2nd Floor, Wayne, PA 19087. This selection is unchanged from last year, and the third-party standard is being applied in a consistent manner to the previous reports. Per B Lab, this certification is applicable for a two-year period. Software for Good's re-certification is currently pending.

Software for Good has pursued a General Public Benefit by building software for organizations whose mission, products, or services positively impact the public— typically in regards to social and environmental causes. This market remains a challenging one in that the demand for custom software development fluctuates significantly from month to month, and many projects are sourced from nonprofit organizations with limited budgets.

The Software for Good Board of Directors approves this report.



Casey Helbling, Founder/CEO



Cassi Johnson,
Director of Product Strategy



Kevin Bullock,
Director of Engineering



Thank you.

Mission & Engagement

Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- Creating 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 our business, but not frequently.
- We frequently consider our social and environmental impact, but it isn't a high priority in decision-making.
- We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement Characteristics

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

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company.

Please check all that apply.

- No social or environmental commitment
- A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products)
- A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- We have no written mission statement

Points Earned: 0.25 of 0.50

Mission Statement

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here:

Points Available: 0.00

Social and Environmental Decision-Making

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

Your answers determine which future questions in the assessment are applicable to your company.

- Employee training that includes social or environmental issues material to our company or its mission
- Manager roles with job descriptions that explicitly incorporate social and environmental performance
- Performance reviews that formally incorporate social and environmental issues
- Compensation and job descriptions of executive team members that include social and environmental performance
- Board of Directors review of social and environmental performance
- We measure our externalities in monetary terms and incorporate them into our financial balances
- Other - please describe
- None of the above

Points Earned: 0.20 of 1.00

Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- Only included informally in orientation, training, or instruction
- Specific, formal training is integrated into new employee and new manager training
- Specific, formal training is integrated into ongoing employee and manager training
- Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- None of the above

Points Earned: 0.67 of 1.00

Stakeholder Engagement

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

- We have an advisory board that includes stakeholder representation
- We have a formal stakeholder engagement plan or policy that includes identification of relevant stakeholder groups
- We have created mechanisms to identify and engage traditionally underrepresented stakeholder groups or demographics
- We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- We report the results of stakeholder engagement on social and environmental performance to the highest level of oversight in the company, such as the Board
- We publicly report on stakeholder engagement mechanisms and results
- Other - please describe
- No formal stakeholder engagement

Points Earned: 0.50 of 0.50

Management of Material Social and Environmental Issues

How does your company identify, measure, and manage the most material social and environmental issues relevant to your operations and business model?

- We track impact metrics that we've chosen based on company mission or executive decision
- We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- We have set performance targets for all identified material issues and measurements
- We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- None of the above

Points Earned: 0.20 of 1.00

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Based on the processes you have highlighted, what are the material issues that have been identified?

Providing a great first experie

Points Available: 0.00

Ethics & Transparency

OPERATIONS

5.0

Governance Structures

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

- Owner or Manager Governed (including Board of Directors with only owners/ executives)
- Management, Executive Committee, or Democratic Governance
- Non-Fiduciary Advisory Board
- Board of Directors (with at least one member who is not an executive or owner of the company)

Points Available: 0.86

Internal Good Governance

How does your company support internal management and good governance?

- We have a formal organizational chart outlining the management and reporting structure of the company
- We have written job descriptions for all employees outlining responsibilities and decision-making authority
- We have management team meetings to plan strategy or make operational decisions
- Other - please describe
- None of the above

Points Earned: 0.86 of 0.86

Ethics Policies and Practices

What practices does your company have in place to promote ethical decision-making and prevent corruption?

- A written Code of Ethics
- A written whistleblower policy
- We have created internal financial controls
- We have conducted an ethics-focused risk assessment in the last two years
- Other (please describe)
- None of the above

Points Earned: 0.64 of 0.86

Instruction on Code of Ethics

How does your company instruct employees regarding your Code of Ethics on behavioral expectations, bribery, and corruption?

Please check all that apply.

- We instruct the Board of Directors on the Code at least annually
- We instruct all newly hired workers on the Code
- We instruct managers on the Code on an ongoing basis
- We instruct all non-managerial workers on the Code on an ongoing basis
- We communicate changes to the Code whenever it is updated
- Other - please describe
- No Code of Ethics or equivalent, or no training on the Code

Points Earned: 0.86 of 0.86

Reviewed / Audited Financials

Does the company produce financials that are verified annually by an independent source through an Audit or Review?

- No
- Yes, through a review
- Yes, through an audit

Points Available: 0.86

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- Segregation of Accounts Receivable and Accounts Payable duties
- Segregation of payment authorization, execution, and/or record keeping
- Access to accounting software systems is limited to appropriate personnel
- Access to credit or ATM cards is limited to appropriate personnel
- Routine management or third-party reviews of inventory management system
- IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- None of the above

Points Earned: 0.86 of 0.86

Company Transparency

What information does the company make publicly available and transparent?

Your answers determine which future questions in the assessment are applicable to your company.

- Beneficial ownership of the company
- Financial performance (must be transparent to employees at minimum)
- Social and environmental performance (e.g. impact reports)
- Membership of the Board of Directors
- None of the above

Points Earned: 0.64 of 0.86

Financial Transparency with Employees

How does your company formally share financial information with full-time employees?

Exclude compensation data. Please check all that apply.

- We have no formal documented process to share financial information with employees
- Our company discloses all financial information (except salary info) at least yearly
- Our company discloses all financial information (except salary info) at least quarterly
- In addition to sharing financials, our company also has an intentional education program around shared financials
- In addition to sharing financials with employees, our company publicly reports its financial statements

Points Earned: 0.64 of 0.86

Impact Reporting

Does your company publicly share information on your social or environmental performance on an annual basis?

- We provide descriptions of our social and environmental programs and performance
- We voluntarily share social or environmental performance scorecards
- Specific quantifiable social or environmental indicators or outcomes are made public
- We set public targets and share progress to those targets
- We present information in a formal report that allows comparison to previous time periods
- Reporting information / structure is based on a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated / assured the accuracy of the information reported
- Impact reporting is integrated with financial reporting
- We don't report publicly on social or environmental performance

Points Earned: 0.51 of 0.86

Governance Metrics

OPERATIONS

0.0

This section asks for your company to provide important financial information that will be referenced later in the assessment.

Last Fiscal Year

On what date did your last fiscal year end?

If your company has not yet completed its first fiscal year, please put your anticipated fiscal year end date.

On what date did your last fiscal year end?

Points Available: 0.00

Reporting Currency

Select your reporting currency

US Dollar - USD

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

If your company has not yet completed its first fiscal year, please put \$0

From the fiscal year before last:

We do not track this

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put \$0

From the last fiscal year:

We do not track this

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put \$0

From the last fiscal year: 259021

We do not track this

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last: 108569

We do not track this

Points Available: 0.00

Mission Locked - Impact Business Model

IMPACT BUSINESS MODELS

10.0

Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership

Mission Lock

Separate from a mission statement, what has your company done to legally ensure that its social or environmental performance is a part of its decision-making over time, regardless of company ownership?

This question is related to the legal requirement for Certified B Corps. Click "Learn" for more information and resources about this requirement.

- Signed a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders (e.g. signed B Corp Agreement)
- Adopted a specific legal entity or governance structure that preserves mission over time, but does not require consideration of all stakeholders in its decision-making (e.g. cooperative)
- As a company wholly owned by another company that has not done so, amended corporate governing documents or adopted a legal entity that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal amendment)
- As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal amendment)
- None of the above

Points Earned: 10.00 of 10.00

Workers Impact Area Introduction

0.0

This section identifies who should be considered a "worker" in the B Impact Assessment and reports your worker-related metrics. It also identifies whether your company is designed to deliver a specific, material, positive impact for its workers, and if so, opens the Worker Impact Business Model section that is most applicable.

Majority Hourly vs. Salaried Workers

Are the majority (greater than 50%) of your employees paid on a fixed salary or a daily or hourly wage?

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact.

- Fixed Salary
 Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

Is any of your company's labor performed by subcontracted organizations or individuals, such as outsourced staffing services or independent contractors?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
 Yes, we hire individual independent contractors who are contracted to work 20+ hours per week for the company indefinitely, or for longer than a 6 month period
 While we utilize independent contractors, they do not work for us greater than 20 hours per week for longer than a 6 month period
 None of the above

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
 Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
 None of the above

Points Available: 0.00

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Full-Time Workers: 14

We do not track this

Points Available: 0.00

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total full-time workers twelve months ago: 13

We do not track this

Points Available: 0.00

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Part-Time Workers: 2

We do not track this

Points Available: 0.00

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total part-time workers twelve months ago: 2

We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Please click "Learn More" to understand how to answer this question.

Current Total Temporary Workers: 4

We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total temporary workers twelve months ago: 4

We do not track this

Points Available: 0.00

Financial Security

OPERATIONS
12.5

Lowest Paid Wage

What is the company's lowest wage as calculated on an hourly basis?

Please exclude students and interns in this calculation.

What is the company's lowest wage as calculated on an hourly basis? 18

We do not track this

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- <75%
- 75-89%
- 90-99%
- 100%
- N/A

Points Earned: 3.20 of 3.20

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- <75%
- 75-89%
- 90-99%
- 100%
- N/A

Points Earned: 3.20 of 3.20

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- 0% - Lowest wage is equivalent to minimum wage
- 1-9%
- 10-29%
- 30-49%
- 50-75%
- 75%+
- N/A - We do not employ hourly workers

Points Earned: 0.64 of 1.60

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- Cost of living adjustments that match inflation rates of the country
- Bonuses or profit-sharing
- Employee ownership opportunities
- None of the above

Points Earned: 1.07 of 1.60

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 1.60 of 1.60

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- No bonus payout, or no bonus plan
- 5% or less
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 1.40 of 1.60

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Available: 1.60

Employee Retirement Plan

What kind of Employee Retirement Plan is available for all tenured workers at your company?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- Retirement plan is available with no company match
- Partial match of 4% or less
- Partial match greater than 4%
- Full match of 4% or less
- Full match greater than 4%
- Plan includes Socially-Responsible Investing option
- Retirement plan is not available for all tenured workers

Points Earned: 1.47 of 1.60

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- Direct deposit
- Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- Financial management tools or coaching
- Emergency or short-term savings programs
- Low-interest or interest-free loans
- Debt management, refinancing, or loan payment contributions
- Employer match for deposits into savings accounts
- Paychecks issued off-schedule on a need basis
- Tax preparation services
- Other - please describe
- None of the above
- N/A - We do not employ hourly workers

Points Available: 0.80

Health, Wellness, & Safety

OPERATIONS
9.5

Healthcare Plan

Your company's healthcare plan available to all full-time workers includes:

Select all that apply.

- Coinsurance of 80%+ covered by healthcare plan
- Company payment of 80%+ of individual premium
- Company payment of 80%+ of family coverage premium
- Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)
- Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)
- Co-payment of \$20 or less per primary care visit paid for by worker
- Prescription drug coverage wherein workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs, and \$50 or less for non-formulary drugs
- Explicit coverage of transgender-inclusive healthcare
- None of the above

Points Earned: 2.74 of 3.43

Healthcare Eligibility for Part Time Workers

When do part-time workers become eligible to participate in healthcare plans offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- Part-time workers are eligible to participate at time of hire
- 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
- Part-time workers are not eligible to participate in company-sponsored insurance plans
- N/A - We don't have part-time employees

Points Earned: 0.43 of 1.71

Workers Participating in Healthcare Plan

On an FTE basis, what percentage of your employees is enrolled in the healthcare coverage previously identified?

Select N/A if workers only receive health care through a national plan.

- <70%
- 70-79%
- 80-89%
- 90-99%
- 100%
- N/A

Points Earned: 1.71 of 1.71

Supplementary Health Benefits

What additional benefits are offered to all full-time tenured workers?

- Dental insurance
- Short-term disability
- Long-term disability
- Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- Domestic partner or civil union spousal benefits
- Life insurance
- No additional benefits
- Other - please describe

Points Earned: 3.43 of 3.43

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps programs)
- We offer incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership)
- Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- We have policies and programs in place to prevent ergonomic-related injuries in the workspace
- Over 25% of workers have completed a health risk assessment in the last twelve months
- Management receives reports on aggregate participation in worker wellness programs
- Other - please describe
- Company does not offer any formal health and wellness initiatives

Points Earned: 1.20 of 1.71

Career Development

OPERATIONS
5.6

Professional Development Policies and Practices

Does your company provide any of the following training opportunities to workers for professional development?

Your answers determine which future questions in the assessment are applicable to your company.

- We have a formal onboarding process for new employees
- We offered ongoing training on core job responsibilities to employees within the last year
- We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- None of the above

Points Earned: 0.93 of 1.00

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- No training
- On-the-job training (one day to one week)
- On-the-job training (one week to one month)
- Apprenticeship or technical training (over one month)
- N/A - No new hires during the last 12 months

Points Earned: 1.00 of 1.00

Employee Review Process

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

Check all that apply.

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

Points Earned: 2.00 of 2.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- 15%+

Points Earned: 0.67 of 1.00

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- We partner with education institutions to provide internship opportunities or work-study programs
- We pay interns a living wage
- Our interns receive formal performance reviews
- Our interns have a formal opportunity to provide feedback on experience
- We have hired interns on as full-time permanent employees in the past two years
- Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- None of the above
- N/A - Our company does not employ interns

Points Earned: 1.00 of 1.00

Career Development (Salaried)

OPERATIONS

1.3

Skills-Based Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

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

Points Earned: 0.25 of 0.25

Cross-Job Skills Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training on cross-job functions beyond regular responsibilities (e.g. public speaking training, management training for non-managers)

- 0%
- 1-24%
- 25-48%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.06 of 0.25

External Professional Development Participation

What percentage of full-time workers has participated in external professional development or lifelong learning opportunities in the past fiscal year?

Professional development should be paid for in advance, reimbursed or subsidized by the company.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+

Points Earned: 0.50 of 0.50

Subsidized Educational Opportunities

What percentage of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- 0
- 1-5%
- 6-15%
- 15%+

Points Earned: 0.53 of 0.50

Career Development Policies

What are your company's policies and practices around career development and promotion?

- Employees who seek to take a short-term leave or sabbatical will have their jobs guaranteed upon return
- Our company will make an effort to find a place for employees who seek to take a long-term leave or sabbatical upon their return
- Employees are able to make lateral moves or change career direction or pace when possible
- None of the above

Points Earned: 0.25 of 0.25

Engagement & Satisfaction

OPERATIONS

5.1

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- A non-discrimination statement
- An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- A statement on work hours
- Policies on pay and performance issues
- Policies on benefits, training and leave
- Grievance resolution process
- Disciplinary procedures and possible sanctions
- A neutrality statement regarding workers' right to bargain collectively and freedom of association
- Prohibition of child labor and forced or compulsory labor
- We have no written employee handbook

Points Earned: 0.43 of 0.43

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn" for further instructions.

- Workers receive unpaid time off for secondary parental leave
- Workers receive up to 2 weeks (or full pay equivalent) 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) paid leave
- Policy does not distinguish between primary and secondary caregiving, or provides equivalent time and pay to both
- No secondary caregiver leave is offered to employees

Points Earned: 0.87 of 0.87

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- On-site childcare
- Off-site subsidized childcare
- Free or subsidized meals
- Policy to support breastfeeding mothers
- Other - please describe
- None of the above

Points Earned: 1.21 of 1.73

Worker Empowerment

How does your company engage and empower workers?

- We have formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve company practices
- We have processes in place to provide input from employees prior to operational and/or strategic policy or practice changes
- Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- We have adopted open book management or self-management principles within the workplace
- Workers have opportunity to elect member(s) to the Board of Directors
- Other - please describe
- None of the above

Points Earned: 0.87 of 0.87

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- We calculate employee attrition rate
- We benchmark employee attrition rate to relevant benchmarks
- We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- We benchmark employee satisfaction to relevant industry benchmarks
- We disaggregate calculations based on different demographic groups to identify trends
- We outperform industry benchmarks on attrition
- We outperform industry benchmarks on satisfaction
- None of the above

Points Earned: 0.87 of 0.87

Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months

2

We do not track this

Points Available: 0.00

Employee Satisfaction

What percent of your employees are "Satisfied" or "Engaged"?

Select N/A if satisfaction or engagement is not formally surveyed.

- <65%
- 65-80%
- 81-90%
- 90%+
- N/A

Points Earned: 0.87 of 1.73

Engagement & Satisfaction (Salaried)

OPERATIONS

2.4

Number of Paid Days Off

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

- 0-16 work days
- 16-22 work days
- 23-29 work days
- 30-35 work days
- 36+ work days

Points Earned: 0.63 of 0.70

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-16 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid
- 24+ weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.28 of 0.70

Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- Part-time work schedules at the request of workers
- Flex-time work schedules allowing freedom to vary start and stop times
- Telecommuting (e.g. working from home one or more days per week)
- Job-sharing
- None of the above

Points Earned: 0.52 of 0.70

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- Managers or executives worked part-time or in a job-share
- Managers or executives are in a telecommuting position
- We hired new people into permanent positions that are telecommuting
- We hired new people into permanent positions that are part-time or job-share
- We have transitioned staff into part-time, job-share, or telecommuting positions
- Other - please describe
- None of the above

Points Earned: 0.70 of 0.70

Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

- 20%+
- 11-20%
- 0-10%

Points Earned: 0.35 of 0.70

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 0.00

Community Oriented Business Models

Is your company structured to benefit community stakeholders in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

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

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS
5.5

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- Led by a woman
- Led by an individual from an underrepresented racial or ethnic minority
- Led by another underrepresented individual (veterans, LGBT, etc.)
- Majority owned by women
- Majority owned by individuals from underrepresented racial or ethnic minorities
- Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- None of the above

Points Available: 1.03

Creating and Managing Inclusive Work Environments

Which of the following practices does your company have in place around diversity, equity, and inclusion?

- We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- We offer trainings for all employees on topics related to diversity, equity, and inclusion
- We have set specific, measurable diversity improvement goals
- We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
- None of the above

Points Earned: 1.03 of 1.03

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- Socioeconomic status (as determined by low income residence, education level, etc.)
- Race or ethnicity
- Gender
- Age
- Other - please describe
- None of the above

Points Earned: 0.78 of 1.03

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

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

Points Earned: 0.86 of 1.03

Women Workers

How many of your non-managerial workers identify as women?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know

Points Earned: 1.03 of 1.03

Age Diversity in Workforce

What percentage of your workforce is either under the age of twenty four or over the age of fifty?

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

Points Available: 1.03

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- >20x
- 16-20x
- 11-15x
- 6-10x
- 1-5x

Points Earned: 1.03 of 1.03

Female Management

How many of your company managers identify as women?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know
- N/A

Points Earned: 0.89 of 1.03

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

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

Points Available: 1.03

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- We track diversity of ownership among our suppliers
- We have a policy to give preferences to suppliers with ownership from underrepresented populations
- We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- We have a formal program to purchase and provide support to suppliers with diverse ownership
- None of the above
- N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.13 of 0.52

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't Know

Points Available: 1.03

Economic Impact

OPERATIONS
8.9

Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer.

Please tell us a bit about the structure of your company geographically: Software for Good is located i

Points Available: 0.00

New Jobs Added Last Year

Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last twelve months:

Last twelve months:

We do not track this

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- 0% (no growth on a net basis)
- 1-14%
- 15-24%
- 25%+

Points Earned: 2.67 of 4.00

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

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

Points Earned: 2.00 of 2.00

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- Yes
- No
- Don't know

Points Earned: 2.00 of 2.00

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- Written preference at each facility to purchase from local suppliers
- Formal targets or goals for the amount of local purchasing
- Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- Written preference for hiring and recruiting local managers
- Incentives for staff to live within 20 miles of local company facility
- Other (please describe)
- No written local purchasing or hiring policies in place

Points Earned: 0.25 of 1.00

Spending on Local Suppliers

What percentage of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant facilities in the last fiscal year?

Please click "Learn More" to understand how to answer this question.

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

Points Available: 2.00

Impactful Banking Services

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

- Certified CDFI or national equivalent social investment organization
- Certified B Corporation
- Member of the Global Alliance for Banking on Values
- Cooperative bank or credit union
- Local bank committed to serving the community
- Independently owned bank
- None of the above

Points Earned: 2.00 of 2.00

Civic Engagement & Giving

OPERATIONS
3.8

Corporate Citizenship Program

How does your company take part in civic engagement?

Your answers determine which future questions in the assessment are applicable to your company.

- Financial or in-kind donations (excluding political causes)
- Community investments
- Community or pro-bono service
- Advocacy for adopting improved social or environmental policies or performance
- Partnerships with charitable organizations or membership with community organizations
- Discounted products or services to qualified underserved groups
- Free use of company facilities to host community events
- Equity or ownership in the company granted to a nonprofit
- Other - please describe
- None of the above

Points Earned: 0.83 of 0.83

Community Service Policies and Practices

How does your company manage employee community service?

- We have hosted or organized company service days in the last year
- The company offers paid time off for community service
- 20 hours or more a year of paid time off
- Our company monitors and records total volunteer hours
- Our company has set community service or pro-bono targets
- Other - please describe
- None of the above

Points Earned: 0.29 of 0.83

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

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

Points Earned: 0.41 of 1.66

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

320

- We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- 0%
- .1-.9% of time
- 1-2.4% of time
- 2.5-5% of time
- 5%+ of time
- Don't know

Points Available: 1.66

Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- We have a formal statement on the intended social or environmental impact of our company's philanthropy
- We have a formal donations commitment (e.g. 1% for the planet)
- We match individual workers' charitable donations
- We allow our workers or customers to select charities to receive our company's donations
- We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- None of the above

Points Earned: 0.41 of 0.83

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year: 7110

- We do not track this

Points Available: 0.00

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- No donations last fiscal year
- 0.1-0.4% of revenue
- 0.5-1% of revenue
- 1.1-2.4% of revenue
- 2.5-5% of revenue
- 5%+ of revenue
- Don't know

Points Earned: 0.66 of 3.31

Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes in the past two years?

- Yes, company has offered support in name and/or signed petitions
- Yes, company has provided active staff time or financial support
- Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- Other - please describe
- None of the above

Points Earned: 0.83 of 0.83

Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- We have provided data or contributed to academic research on social or environmental topics
- We participate in panel presentations or other public forums on social or environmental topics
- We provide public resources for other businesses or stakeholders on improving social or environmental performance
- Other - please describe
- None of the above

Points Earned: 0.41 of 0.41

Supply Chain Management

OPERATIONS

1.1

Significant Supplier Descriptions

Please select the types of companies that represent your Significant Suppliers:

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

Does your company screen or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

- Yes
- No

Points Available: 0.00

Supplier Screen Topics

What does your company formally screen for regarding the social or environmental practices and performance of your suppliers?

- Compliance with all local laws and regulations, including those related to social and environmental performance
- Good governance, including policies related to ethics and corruption
- Positive practices beyond what is required by regulations (e.g. environmentally-friendly manufacturing process, excellent labor practices)
- Third-party certifications related to positive social and/or environmental performance
- Other - please describe
- We have no formal screening process in place

Points Available: 1.00

Supplier Evaluation Practices

What methods does your company use to evaluate the social or environmental impact of your suppliers?

- We share policies or rules with suppliers but we don't have a verification process in place
- We require suppliers to complete an assessment we designed
- We use third-party risk or impact assessment tools (Sedex, BIA)
- We conduct routine audits or reviews of suppliers at least every two years
- We have third parties conduct routine audits or reviews of suppliers at least every two years
- Other (please describe)
- None of the above

Points Earned: 0.10 of 1.00

Outsourced Staffing Services

Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 0.00

Independent Contractor Practices

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 a 6 month period?

Independent contractors that work for the company 20+ hours per week over a 6+ month period should be considered in the Workers section.

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

Points Earned: 1.00 of 1.00

Environment

Environment Impact Area Introduction

OPERATIONS
0.0

This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material, positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

Type of Facilities

What kind of facilities does your business primarily operate in?

Your answers determine which future questions in the assessment are applicable to your company.

- Company-owned office space
- Leased office space
- Co-working Space
- Virtual or home offices

Points Available: 0.00

Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

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

Points Available: 0.00

Environmental Management

OPERATIONS
2.8

Virtual Office Stewardship

How does your company encourage good environmental stewardship in how employees manage their virtual offices?

- We have a written policy encouraging environmentally preferred products and practices in employee virtual offices (e.g. recycling)
- Our company shares resources with employees regarding environmental stewardship in home offices (e.g. energy efficiency)
- We have a policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices
- Employees are provided with a list of environmentally-preferred vendors for office supplies
- None of the above
- N/A

Points Earned: 2.80 of 2.80

Air & Climate

OPERATIONS
0.0

Monitoring Energy Usage

Does your company monitor, record, or report its energy usage?

Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record usage
- We monitor and record usage but have set no reduction targets
- We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- We monitor usage and have set absolute reduction targets regardless of company growth
- We have met specific reduction targets during the reporting period

Points Available: 0.48

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

Include electricity and other energy consumption from heating, hot water, etc.

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

Points Available: 0.24

Low Impact Renewable Energy Use

What percentage of energy use is produced from low-impact renewable sources?

Include electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated renewable energy.

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

Points Available: 0.97

Monitoring Greenhouse Gas Emissions

How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?

Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record emissions
- We regularly monitor and record emissions but have not set any reduction targets
- We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)
- We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to address climate change
- We have met the specific reduction targets set during this reporting period
- We have achieved carbon neutrality

Points Available: 0.48

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- 0%
- 1-4%
- 5-9%
- 10-14%
- 15-20%
- 20%+
- Don't Know

Points Available: 0.97

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Don't know
- N/A - No carbon offsets purchased

Points Available: 0.48

Water

OPERATIONS
0.0

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record water usage
- We regularly monitor and record water usage but have not set any reduction targets
- 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 baseline year)
- We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- We have met specific reduction targets set during this reporting period

Points Available: 1.00

Land & Life

OPERATIONS
1.0

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record waste production
- We regularly monitor and record waste production but have not set any reduction targets
- We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year)
- We 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 landfill / ocean

Points Available: 1.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

- Yes
- No
- N/A - We have eliminated hazardous waste

Points Earned: 1.00 of 1.00

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 0.00

Customer Focus of Product or Service

Is the social or economic problem addressed by your product/service one that is faced directly by your customers and/or your clients' beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured.

Yes

No, customers support in our ability to produce a positive social/economic impact, but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, we sell fair trade products to our customers, we sell environmentally beneficial products to our customers)

Points Available: 0.00

Positive Impact of Product/Service

How would you describe the positive outcome for customers created by your product/service?

How would you describe the positive outcome for customers created by your product/service?

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating.

Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)

Improved or maintained health and wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)

Improved education or skills development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)

Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)

Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, nonprofit accounting services)

Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)

Increased access to arts, media, or culture (e.g. independent media, artisanal crafts, photography, information services)

Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available)

None of the above

Points Available: 0.00

Flow of Capital Overview

Please tell us more about how your product or service increases the flow of capital and/or provide capacity building to purpose driven enterprises.

Please tell us more about how your product or service increases the flow of capital and/or provide capacity building to purpose driven enterprises:

Points Available: 0.00

Direct Impact on Supporting Purpose Driven / Underserved Businesses

For your services that are focused on increasing the success of purpose driven or underserved enterprises, did you also select another specific outcome in the question "Beneficial Product Type" earlier in this section?

Only one answer per product/service line should be selected in "Beneficial Product Type". If you selected more than one, either select "Yes" here, or uncheck some of your responses in that question before selecting "No" here.

- Yes, I also selected a direct outcome that is produced through my service or the clients that I support
- No

Points Available: 0.00

Access to Infrastructure

Are the basic infrastructure projects you support or develop provided specifically to areas that are verified to have not had previous access to such infrastructure?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- Yes
- No

Points Available: 0.00

Impact on Underserved Populations

Does your product or service benefit underserved populations, either directly or by supporting organizations that directly serve them?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- Our products or services directly support underserved populations
- Our products or services support organizations that directly support underserved populations
- Don't know
- None of the above

Points Available: 0.00

Total Customer Organizations

Total Number of Customers

Organizations served in the last 12 months:

Organizations served in the last 12 months: 26

We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 0

We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.6

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- We offer product / service guarantees, warranties, or protection policies
- We have third party quality certifications or accreditations
- We have formal quality control mechanisms
- We have feedback / customer service feedback or complaint 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, advertisement, or customer engagement
- We manage the privacy and security of client / customer data
- None of the above

Points Earned: 1.04 of 1.25

Monitoring Customer Satisfaction and Retention

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

- Company monitors customer satisfaction
- Company shares customer satisfaction internally within the company
- Company shares customer satisfaction publicly
- Company has specified targets for customer / client satisfaction
- In the last year, company has achieved specified targets for satisfaction
- None of the above

Points Earned: 0.50 of 1.25

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- Company regularly monitors customer outcomes and well-being
- Company has formal program to incorporate customer testing and feedback into product design
- Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects)
- Other
- None of the above

Points Earned: 0.83 of 1.25

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- Company has a formal publicly available data and privacy policy
- Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private)
- All customers have option to decide how their data can be used
- Company's all email list building and email marketing strategies are GDPR compliant
- Other
- None of the above
- N/A - Company does not collect sensitive data

Points Earned: 1.25 of 1.25

Support for Underserved/Purpose Driven Enterprises - Impact Business Model

IMPACT BUSINESS MODELS

9.5

This IBM section is applicable if your company's products/services enable the financial or operational success of

businesses that are purpose driven or underserved (e.g. accounting services for nonprofits, impact investing or fundraising platforms)

Flow of Capital Product Description

Which of the following product or service descriptions best fit your company?

This question is used to calculate your base impact business model score.

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

Points Available: 0.00

Revenue from Flow of Capital

What were your total revenues last fiscal year from the previous products or services?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What were your total revenues last fiscal year from the previous products or services? 1798935

We do not track this

Points Available: 0.00

Tracking Beneficiaries

Does your company track the amount of any of the following beneficiary categories served?

You will be asked to report the # of beneficiaries reached for each category selected

- Individuals
- Households
- Communities
- Businesses or nonprofit organizations
- Governments
- None of the above

Points Available: 0.00

Management of Support for Underserved/Purpose Driven Enterprises

How does your company measure and manage the results, outcomes, effects, or impact of your product or service?

Select all that apply.

- We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and/or delivering our products or services
- We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries
- We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries
- We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects
- None of the above

Points Earned: 0.54 of 1.07

Innovative Support for Underserved/Purpose Driven Enterprises

Is there something different or innovative about the company's product/service that support flow of capital that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

Is there something different or innovative about the company's product/service that support flow of capital that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

Points Available: 0.00

Serving Underserved Populations (Indirect) - Impact Business Model

IMPACT BUSINESS MODELS
8.8

This IBM section is applicable if your company has qualified for a previous Customer IBM, and you can verify that your positive product/service impact benefits organizations that serve low income or traditionally underserved populations.

Underserved Beneficiaries Overview

Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.

Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.

Through our customers, we bi

Points Available: 0.00

Tracking Underserved Beneficiaries

In what ways do you determine whether the organizations you serve directly support underserved populations?

- We collect demographic data about the beneficiaries of the organizations that we work with (e.g. income level) that might qualify them as traditionally underserved
- We review the mission of the organizations or projects that we work with to determine whether a core part of their mission specifically identifies underserved individuals
- Other - please describe
- None of the above

Points Available: 0.00

Underserved Beneficiary Types

Based on the results of how you track the demographics that you serve, which of the following best describe the populations that the organizations you serve work with?

Select the option that most accurately reflects the majority of underserved beneficiaries. Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- Low-income, poor, or very poor individuals
- Other individuals without access to positive outcomes delivered by the product or service
- Individuals at the bottom of the pyramid
- Don't know
- N/A

Points Available: 0.00

Impact on Underserved Populations Description

Which of the following best describes how your product or service benefits underserved populations described above?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- Our product or service directly helps purpose-driven enterprises improve positive impact for their underserved beneficiaries and is specifically designed to benefit that underserved population (e.g. teacher training or curriculum specifically designed to address challenges of teaching low income students)
- Our product or service directly helps purpose-driven enterprises improve positive impact for their underserved beneficiaries, but it is not designed specifically for that underserved population (e.g. general teaching curriculum sold to low income schools)
- Our product or service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to serve their underserved target population above (e.g. marketing or accounting services for a social service agency)
- None of the above

Points Available: 0.00

Underserved Group Demographics

If relevant, which of the following beneficiary groups is your product/service targeting?

Not all beneficiary populations are themselves under-served groups.

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

Points Available: 0.00

Revenue from Serving In Need Populations

How much revenue was generated in the last fiscal year from products/services that benefited the underserved populations identified in the question "Underserved Beneficiary Types"?

How much revenue was generated in the last fiscal year from products/services that benefited the underserved populations identified in the question "Underserved Beneficiary Types"? 282433.14354

- We do not track this

Points Available: 0.00

% of Customers In-need

What percentage of your revenues in the last fiscal year were generated from products/services that benefited the underserved populations identified in the question "Underserved Beneficiary Types"?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What percentage of your revenues in the last fiscal year were generated from products/services that benefited the underserved populations identified in the question "Underserved Beneficiary Types"? 89

We do not track this

Points Available: 0.00

Tracking Beneficiaries

If tracked, which unit of measure do you use to measure the amount of beneficiaries reached?

You will be asked to report the # of beneficiaries reached for each category selected

- Individuals
- Households
- Communities
- Businesses and nonprofits
- Governments
- Other - please describe
- None of the above

Points Available: 0.00

Underserved Client Tracking

How would you calculate the total number of underserved beneficiaries that your company has reached?

- Most clients continue with us year by year, and the figures reported for the last 12 months roughly reflect the total number of beneficiaries to date
- The figures reported for the last 12 months are in addition to previous beneficiaries and the total number served should be calculated by adding together the numbers for each year
- Don't know - We don't track the number of underserved beneficiaries reached through our clients

Points Available: 0.00

Increasing Accessibility for Underserved Groups

Does your company do any of the following to improve the access or impact of your product for the underserved populations that you serve?

- We use a cross-subsidization model whereby higher pricing for traditional organizations allows for lower or subsidized pricing for financially-constrained organizations serving the underserved
- We provide specific training or support to organizations on how to best serve underserved populations
- We engage with underserved beneficiaries who are served by client organizations in order to incorporate their perspective in product offerings and design
- None of the above

Points Earned: 1.76 of 1.76

Innovative Practices to Increase Accessibility

Use the field below to describe any innovative technology, distribution or pricing models selected previously.

Use the field below to describe any innovative technology, distribution or pricing models selected previously.

We use human-centered prac

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol

Please also select "Yes" if your company serves clients in this industry

- Yes
- No

Points Available: 0.00

Disclosure Tobacco

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tobacco

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

Disclosure Gambling

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Gambling

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

Disclosure Firearms Weapons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Firearms, weapons or munitions

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

Disclosure Pornography

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pornography

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

Disclosure Payday, Short Term, or High Interest Lending

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Payday, short-term, or high-interest lending

Please also select "Yes" if your company serves clients in this industry

- Yes
 No

Points Available: 0.00

Disclosure Fossil Fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

Please also select "Yes" if your company serves clients in this industry

- Yes
 No

Points Available: 0.00

Disclosure Mining

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Mining

Please also select "Yes" if your company serves clients in this industry

- Yes
 No

Points Available: 0.00

Disclosure Nuclear Power or Hazardous Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Nuclear power, radioactive materials or hazardous waste

Please also select "Yes" if your company serves clients in this industry

- Yes
 No

Points Available: 0.00

Disclosure Prisons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Prisons

Please also select "Yes" if your company serves clients in this industry

- Yes
 No

Points Available: 0.00

Disclosure Whole Life Insurance

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Whole life insurance products

Select "Yes" only if the company earns 80%+ of its revenue from whole life insurance products.

- Yes
 No

Points Available: 0.00

Disclosure Volunteer Placement to Orphanages

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Organizing volunteer programs to orphanages or child care organizations

- Yes
 No

Points Available: 0.00

Disclosure Tax Advisory Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tax advisory services

- Yes
 No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- Yes
 No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- Yes
 No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- Yes
 No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- Yes
 No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- Yes
 No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

Please indicate if your company engages in any of the following practices:

Company is not formally registered in accordance with all relevant regulations and requirements

If your company is a formally registered business, select "No."

- Yes
 No

Points Available: 0.00

Tax Reduction Through Corporate Shells

Please indicate if your company engages in any of the following practices:

Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments

- Yes
 No

Points Available: 0.00

Operates in conflict zones

Please indicate if your company engages in any of the following practices:

Company operates in conflict zones

- Yes
 No

Points Available: 0.00

Sale of Data

Please indicate if your company engages in any of the following practices:

Company sells or provides access to consumer or user data

- Yes
 No

Points Available: 0.00

Facilities located in sensitive ecosystems

Please indicate if your company engages in any of the following practices:

Company facilities are located adjacent to or in sensitive ecosystems

- Yes
 No

Points Available: 0.00

Marketing of Breastmilk Substitutes

Please indicate if your company engages in any of the following practices:

Marketing of breastmilk substitutes

- Yes
 No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- Yes
 No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- Yes
 No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- Yes
 No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- Yes
 No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- Yes
 No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- Yes
 No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- Yes
 No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- Yes
 No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- Yes
 No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- Yes
 No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- Yes
 No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- Yes
 No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- Yes
 No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- Yes
 No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

Yes

No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

Yes

No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

Yes

No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

Yes

No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- Yes
 No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- Yes
 No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- Yes
 No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- Yes
- No
- Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- Yes
- No
- Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- Yes
- No
- Don't Know

Points Available: 0.00



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Steve Simon

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Secretary of State