



**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) Finleys Barkery SBC

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)

Please see attached Report.

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.

[Signature]  
 Signature of Public Benefit Corporation's Chief Executive Officer

3/18/2020  
 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:

info@finleysbarkery.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:**

Angie Gallus (952) 994-0678  
 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

# **Finley's**

**ELEVATING PEOPLE & PETS**

**2019 Annual Impact Report for  
Finley's Barkery SBC**

## Mission

Finley's is the feel good, do good dog treat company combating the nearly 80% unemployment rate of people with disabilities through our employment and giving initiatives. Over 1 Billion people around the world are impacted by a disability. Since 2016, our mission has created over 7,000 hours of paid work experience opportunities to 26 individuals with differing abilities where Finley's products are sold.

This report covers the period from our initial filing in 2019 to December 31st, 2019. Finley's Barkery SBC operated at a financial loss for 2019 due to a lack of scale while maintaining our focus on our brand ambassador Initiative as detailed in the highlight below. With the addition of new retailers, customers, product lines, and collaboration opportunities with our non-profit partners, we're excited to expand our brand ambassador initiative to impact more individuals and communities for 2020.

## Highlights

- In 2019, 2,000 hours of above minimum wage employment created through our brand ambassador initiative.
- In 2019, 14 individuals with disabilities empowered and engaged through our brand ambassador initiative.
- Finley's Ambassadors participated in Dog Day at the Park with the St. Paul Saints and Chuck and Dons. Jason, one of Finley's Ambassadors, threw out the first "fetch" to kick off the game in front of more than 5,000 people and dogs.
- Finley's Founders, Kyle and Angie Gallus presented to Target Corporation's leadership teams to advocate and raise awareness for inclusive hiring practices and Finley's mission.
- Finley's leadership engaged regional retailers in the pet industry to expand hiring practices to include those with disabilities. This has led to hiring of those with disabilities in both Minnesota and Colorado.

- Finley's founder, Angie Gallus was awarded the 2019 Women in Business award from the Minneapolis/St. Paul Business Journal.
- Finley's leadership partnered with major contract manufacturers in the pet industry to include the hiring of individuals with disabilities in their business model.
- Finley's Ambassadors participated in markets and advocacy opportunities with Best Buy Corporation.
- Finley's partnered with Bethel University, Rise Inc., Easter Seals of Denver, Pujols Family Foundation, Best Buddies International, Down Syndrome Society, & Autism Society of America to expand awareness and support of our mutually aligned missions.
- Featured on Fox 9 News with Maury Glover featured a story that covered our mission, retail expansion, and growth since inception.

## What Our Fans Are Saying

*"My little Shih Tzu loves his Finley treats. I love everything that the company is about and the support they give to their employees. The fact that their treats are healthy just makes them all that much better."*

- Amazon Customer, September 2019

*"The dogs love the treats and they are good to use as a reward. Love the fact that the business not only offers an excellent product, but also helps those with disabilities have an opportunity to be productive, share their talents and build self-worth!"*

- Amazon Customer, August 2019

*"Amazing company and product! My 2 German Shepherds love these treats ♥ They are very picky with treats!!!!"*

- Amazon Customer, April 2019


## Strategic Goals For 2020

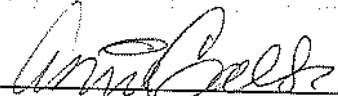
In order to scale the sales and impact of Finley's, we've set the following goals for the CY2020:

- Increase distribution with retailers and distributors in a multi-channel approach focused on natural food/grocery, pet specialty, home/boutique, & ecommerce.
- Increase staff capacity to include dedicated team members in sales, marketing, and financial operations. With just 2 full time employees currently, Kyle and Angie, to reach our scale we will seek to hire talented team members for our key areas of need.
- Increase collaborations with purpose driven retailers and businesses to scale marketing efforts to include the disability community. This community is the segment least represented in marketing and advertising, yet comprises one of the largest segments of consumers with discretionary spending.
- Expand our brand ambassador initiative to create jobs for people in need in key markets to be added in 2020; Seattle, San Francisco, Denver, Chicago, Dallas, & Los Angeles.

## CERTIFICATION BY THE BOARD OF DIRECTORS

The undersigned, being all the directors of Finley's Barkery SBC, hereby acknowledge and certify that we have reviewed and approved the enclosed 2019 Annual Report.

  
\_\_\_\_\_  
Kyle Gallus, CEO & co-founder

  
\_\_\_\_\_  
Angie Gallus, President & co-founder

  
\_\_\_\_\_  
Thomas G. Kamp, Board Member

  
\_\_\_\_\_  
Pete Espinosa, Board Member



**Work Item 1150661300034**  
**Original File Number 1090475200077**

STATE OF MINNESOTA  
OFFICE OF THE SECRETARY OF STATE  
FILED  
**03/27/2020 11:59 PM**

*Steve Simon*

Steve Simon  
Secretary of State