

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

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

Our mission is to serve the public good by being:

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

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

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

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

The 18 characteristics that we rated average on are:

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

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

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

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

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

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

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

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

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

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.

*Katherine M. Curran*

Signature of Public Benefit Corporation's Chief Executive Officer

*Mar 31, 2019*

Date

Email address: [kcurran@powerandleadership.com](mailto:kcurran@powerandleadership.com)

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

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

Katherine M. Curran

651-269-1400

Contact Name

Phone Number

**Minnesota Center for Systemic Constellations**

Service  
1-9 Employees  
2019-03-19

**% of Employees Paid Individual Living Wage** Points Earned: 0 of 3.0000

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

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

**% Above the Living Wage** Points Earned: 0 of 0.0000

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- 0% or below
- 1-14%
- 15-24%
- 25%+

N/A - No living wage data available for country of operations

**Inflation Rate Compensation Adjustments** Points Earned: 0 of 0.0000

During the last fiscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that at least meets the inflation rate in your country?

- Yes
- No

**High to Low Pay Ratio** Points Earned: 0 of 0.0000

What multiple is the highest compensation (inclusive of bonus) as compared to the median compensation for full-time employees within the lowest (60th) salary bracket in the past fiscal year?

- >30x
- 21-30x
- 16-20x
- 11-15x
- 6-10x
- 1-5x

**High to Low Pay Ratio** Points Earned: 1.03448 of 1.03448

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

**Quick Impact Assessment**

**Instructions**

**Level of Impact Focus** Points Earned: 0 of 0.0000

Describe your company's approach to creating positive impact

- Evaluating 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 our 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.

**Workers**

**Majority Hourly vs. Salaried Workers** Points Earned: 0 of 0.0000

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

- Fixed Salary
- Daily or hourly wage

**Employee Benefits** Points Earned: 0 of 0.0000

Does your company provide any of the following benefits to your employees?

- At or above market compensation packages, as compared to industry averages/benchmarks
- Annual Cost of Living Adjustments
- Bonuses or Profit Sharing
- Retirement Plan
- Health insurance coverage
- Stock Options or Ownership in the Company
- Other
- None of the above

**Paying a Living Wage** Points Earned: 0 of 0.0000

What % of hourly workers are paid a living wage?

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

**Healthcare Plan** Points Earned: 0 of 4.0000

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

- Insurance 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 \$7000 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 where 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

**Supplementary Health Benefits** Points Earned: 0 of 4.0000

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

We are a new/very business with no full-time employees yet so none of these questions really apply

**Employee Handbook Information** Points Earned: 0 of 0.0000

Does your company have a written employee handbook that workers have access to and includes any of the following information?

- No written employee handbook
- A non-discrimination statement
- An anti-harassment policy
- Statement on work hours
- Pay and performance issues
- Policies on benefits, training and leave
- Grievance resolution
- Disciplinary procedures and possible sanctions
- Statement regarding workers' right to bargain collectively and freedom of association
- Prohibition of child labor and forced/compulsory labor

**Number of Paid Days Off** Points Earned: 0.583333 of 1.16667

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

- 0-8 work days
- 9-15 work days
- 16-20 work days
- 21-25 work days
- 25+ work days

**Paid Primary Caregiver Leave for Hourly Workers** Points Earned: 0 of 0.00000

What is the minimum number of weeks tenured hourly workers receive paid primary caregiver leave, either through the company or the government?

- 0-5 weeks
- 1-29 days
- 6-13 weeks
- 12-17 weeks
- 18 weeks or more

**Paid Primary Caregiver Leave for Hourly Workers** Points Earned: 0 of 1.16667

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

- 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)
- 3-6 weeks of primary parental leave (or equivalent) is fully paid
- 6-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18+ weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive no time off for parental leave

**Professional Development** Points Earned: 0 of 0.00000

Does your company provide any of the following opportunities for professional development for your employees?

- Company has formal onboarding process for new employees
- Company provided ongoing training to employees in the last year
- Company has a gallery to encourage internal promotions and hiring for advanced positions (posting job openings internal first, etc.)
- Company provides crisis or risk training for career advancements or transitions (i.e. management training for non-managers)
- Company provides non career specific life-skill training to improve the personal development of employees (finance literacy, ESL, etc.)
- Company facilitates or has an allocated budget for external professional development opportunities, including conference attendance, online trainings, etc.
- None of the above

**Employee Review Process** Points Earned: 0.0 of 0.00000

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

- Process has a regular schedule and is conducted at least annually
- Peer and subordinate input
- Written guidance for 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

**Supplier Evaluation Practices** Points Earned: 0 of 0.00000

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

- No formal supplier monitoring and evaluation process
- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on specific social and environmental performance standards that are best-in-class for your industry (SD, SASB, etc.)
- Company visits a majority of Significant Suppliers on-site

**Supplier Screen Topics** Points Earned: 0 of 0.00000

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

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

**Impactful Banking Services** Points Earned: 2.14286 of 2.14286

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

**Inclusive Workplaces** Points Earned: 0 of 0.00000

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

- Company has a policy in place to identify and/or give preference to suppliers that are owned by underrepresented groups
- Company provides diversity and inclusion training to employees (i.e. implicit bias exercises, etc.)
- Company has hiring practices that are designed to reach underrepresented groups
- Company has a formal program or committee tasked with issues regarding diversity and inclusion
- Company facilitates employee resource groups for employees
- None of the above

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

What % of workers reside in low-income communities AND are paid a living wage by the company?

- 0%
- 1-5%
- 10-14%
- 20-29%
- 30%+
- Don't know

**Worker Engagement Practices** Points Earned: 0 of 0.00000

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

- Company conducts an employee satisfaction or engagement survey at least annually
- Company has complaint mechanisms to allow employees to raise issues or concerns without fear of reprisal
- Company formally solicits non-exclusive employee input or empowers employees in strategic sourcing
- Company employees have union representation
- Other
- None of the above

**Community**

**Community Engagement and Development** Points Earned: 0 of 0.00000

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

- Company has maintained all of its jobs in the last year (i.e. there was not a reduction in the overall workforce)
- Company has created new jobs in the last year
- Company pays taxes that support the community to provide essential public services
- Company is a member of a civic organization
- Company has a formal preference for purchasing and partnering with local independent businesses
- Company has sponsored/hosted events for its community
- Company primarily serves clients/customers in their local community
- Other
- None of the above

**Job Growth Rate** Points Earned: 0 of 4.28571

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay a living wage?

- 0% (no growth on a net basis)
- 1-24%
- 25-49%
- 50%+

**Spending on Local Suppliers** Points Earned: 1.42864762 of 2.14286

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

- <20%
- 20-30%
- 40-55%
- 60%+
- Don't know

**Purchases from In-Country Suppliers** Points Earned: 0 of 0.00000

What % of your company's purchases (excluding labor expenses) was spent with Significant Suppliers within the borders of the country where the company's headquarters (or largest facility) is located in the last FY?

- 0%
- 1-4%
- 5-9%
- 10-19%
- 20%+

**Supplier Evaluation Practices** Points Earned: 0 of 0.00000

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

- No formal supplier monitoring and evaluation process
- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on specific social and environmental performance standards that are best-in-class for your industry (SD, SASB, etc.)
- Company visits a majority of Significant Suppliers on-site

**Supplier Screen Topics** Points Earned: 0 of 0.00000

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

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

**Impactful Banking Services** Points Earned: 2.14286 of 2.14286

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

**Inclusive Workplaces** Points Earned: 0 of 0.00000

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

- Company has a policy in place to identify and/or give preference to suppliers that are owned by underrepresented groups
- Company provides diversity and inclusion training to employees (i.e. implicit bias exercises, etc.)
- Company has hiring practices that are designed to reach underrepresented groups
- Company has a formal program or committee tasked with issues regarding diversity and inclusion
- Company facilitates employee resource groups for employees
- None of the above

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

What % of workers reside in low-income communities AND are paid a living wage by the company?

- 0%
- 1-5%
- 10-14%
- 20-29%
- 30%+
- Don't know

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

What % of workers (including full-time and part-time and temporary workers) are verified/identified to be a part of the following groups of individuals residing in a low-income area?

- 0%
- 1-5%
- 10-19%
- 20-29%
- 30%+
- Don't know

**Workers from Underemployed Groups** Points Earned: 0 of 0.00000

What % of your workforce (both full-time and part-time) are women or from chronically underemployed communities? Chronically underemployed

- 0%
- 1-5%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know

**Full-Time Workers from Underrepresented Groups** Points Earned: 0 of 0.00000

What % of the following employment categories are women or individuals from minority or underrepresented populations? Non-managerial full-time workers

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

**Management from Underemployed Groups** Points Earned: 0 of 0.00000

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

- 0%
- 1-5%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know

**Manager Diversity Statistics** Points Earned: 0 of 0.00000

What % of the following employment categories are women or individuals from minority or underrepresented populations?  
Managers

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

**Management from Underemployed Groups** Points Earned: 0 of 0.00000

What % of management (both full-time and part-time workers) are women, from chronically underemployed communities or ethnically-underemployed?

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

**Executive Diversity Statistics** Points Earned: 0 of 0.00000

What % of executives are women or individuals from ethnically underemployed communities?

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

**Board of Directors Diversity** Points Earned: 0 of 0.00000

What % of the members of your Board of Directors (or equivalent) are women or individuals from ethnically underemployed communities?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- N/A - No board of directors or equivalent
- Don't know

**Corporate Citizenship Program** Points Earned: 0 of 0.00000

Does your company have a formal corporate citizenship program in place that includes the following?

- Statement on the intended social or environmental impact of company's charitable contributions
- Donations (including for political causes) and in-kind contributions
- Formal written donations commitment (including commitments with third-party certification, like 1% for the planet)
- Volunteering during paid working hours
- Pro-bono service (e.g. consulting projects, management overhead)
- Community development programs
- Community-based investments
- Matching individual workers' charitable donations as an effort to encourage charitable giving
- Allowing workers and/or customers to select charities to receive company's donations
- Other (please describe)
- None of the above

**Corporate Citizenship Program** Points Earned: 0.384 of 0.96000

How does your company take part in civic engagement?

- Financial or in-kind donations (including 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

**Management from Underrepresented Populations** Points Earned: 0 of 1.03448

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

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

**Female Management** Points Earned: 0 of 1.03448

How many of your company managers identify as women?

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

**Environment**

**Physical Plant** Points Earned: 0 of 0.00000

Does your company engage in some wholesaling activities that involve a physical plant for processing or packaging?

- No
- Yes

**Environmentally Friendly Office Practices** Points Earned: 0 of 0.09000

Does your company have any of the following environmentally friendly practices in the facilities where you operate?

- Company formally encourages behaviors in facilities to reduce environmental impact (reminders to turn lights off, paper/pencil re-use, non-disposable silver/cutlery/ware)
- Company has programs in place to recycle standard recyclable materials
- Company has a program in place to recycle waste beyond standard materials (including composting of food waste, etc.)
- Company has worked with landlords to promote more environmentally sustainable conditions (recycling programs, energy efficiency, etc.)
- Company is located in a building with a comprehensive green building certification
- None of the above

**Monitoring and Managing Water Use** Points Earned: 0 of 1.00000

Does your company monitor and manage your water usage?

- 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 usage and have set science-based targets necessary to achieve sustainable usage (linked to our local watershed)
- We have met specific reduction targets set during the reporting period

**Monitoring Water Use Relative to Revenue** Points Earned: 0 of 0.00000

Does your company monitor, record and/or report its usage of energy and water, relative to company revenues?

- We do not currently monitor and record usage
- We monitor and record usage (no reduction targets)
- We monitor and record usage, and have specific reduction targets
- We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- We have met or exceeded those targets in the last FY

**Monitoring Energy Usage** Points Earned: 0 of 0.66667

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

- 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 monthly 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

**Monitoring Energy Use Relative to Revenue** Points Earned: 0 of 0.00000

Does your company monitor, record and/or report its usage of energy and water, relative to company revenues?

- We do not currently monitor and record our usage
- We monitor and record usage (no reduction targets)
- We monitor and report usage, and have specific reduction targets
- We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- We have met or exceeded those targets in the last FY

**Low Impact Renewable Energy Use** Points Earned: 0.266666 of 1.33333

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

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

**Environmental Design Practices** Points Earned: 0 of 0.00000

Has your company integrated environmental considerations in the design of products or services in any of the following ways?

- Company has conducted life cycle assessments on products/services
- Company has had the environmental impact of product or service certified by a third party
- Company has recycling or reclamation programs to support the proper disposal or re-use of products
- Company has conducted source reduction exercises to reduce total volumes used in the product/service or its packaging
- Company labels all materials in product for effective recycling
- Company designs products to facilitate disassembly and repair to extend useful life of and disposal of component parts
- Other
- We offer services, not products
- None of the above

**% of Environmentally Preferred Input Materials Points Earned: 0 of 0.00000**

What is the % of recycled, biodegradable, or environmentally-preferred/sustainable materials in the product (including packaging)?

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- Don't know
- N/A - Company does not sell a physical product

**Monitoring and Reporting Non-hazardous Waste Points Earned: 0 of 1.00000**

How does your company monitor and manage your waste production?

- 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 production 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

**Monitoring and Reporting Greenhouse Gas Emissions Points Available: 0.00000**

Does your company monitor, record and report the following outputs relative to company revenues?

- Greenhouse gas emissions
- Company does not currently monitor and record emissions
  - Company monitors and records emissions (no reduction targets)
  - Company monitors and records emissions and has specific reduction targets
  - Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
  - Company monitors emissions and has met or exceeded those targets in the last FY
  - Eliminated emissions of this by-product entirely

**Monitoring and Reporting Hazardous Waste Points Available: 0.00000**

Does your company monitor, record and report the following outputs relative to company revenues?

- Hazardous waste (including universal waste) generation
- Company does not currently monitor and record waste generation
  - Company monitors and records waste generation (no reduction targets)
  - Company monitors and records waste generation and has specific reduction targets
  - Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
  - Company monitors waste generation and has met or exceeded those targets in the last FY
  - Eliminated emissions of this by-product entirely

**Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.00000**

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

- Yes for Scope 1
- Yes for Scopes 1 and 2
- Yes for Scopes 1, 2 and 3
- Yes, for product life cycle
- No
- Don't know

**Governance**

**Internal Accountability Points Earned: 0 of 0.00000**

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

- Company holds regular (at least monthly) management or staff meetings
- Company shares financial performance with employees
- Company has internal financial controls to limit access to billings/payments, etc.
- Company has a code of ethics/anti-corruption policy
- Company has a whistleblowing policy
- A portion of executive compensation (bonuses) is tied to social and/or environmental performance
- None of the above

**External Accountability Points Earned: 0 of 0.00000**

Does your company do any of the following to provide external accountability and transparency?

- Company has an advisory committee to provide advice and guidance
- Company has their financials reviewed and/or audited by a third party
- Company has a board of directors
- Company publicly shares data about its impact on workers, community, and/or the environment
- None of the above

**Mission Statement Characteristics Points Earned: 0.75 of 0.75000**

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

- 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 landfill through recycled product)
- A commitment to serve a target benefit/care group in need (e.g. low-income customers, smallholder farmers)
- We have no written mission statement

**Impact Business Models**

**Monitoring Air Emissions Points Earned: 0 of 0.00000**

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

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors and records emissions and has specific reduction targets
- Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- Company monitors emissions and has met or exceeded those targets in the last FY
- Eliminated emissions of this by-product entirely

**Monitoring Non-hazardous Waste Points Available: 0.00000**

Does your company monitor, record and report the following outputs relative to company revenues? Non-hazardous waste

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors and records emissions and has specific reduction targets
- Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- Company monitors emissions and has met or exceeded those targets in the last FY
- Eliminated emissions of this by-product entirely

**Monitoring Toxic Wastewater Points Earned: 0 of 0.00000**

Does your company monitor, record and report the following outputs relative to company revenues? Hazardous and toxic water

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors and records emissions and has specific reduction targets
- Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- Company monitors emissions and has met or exceeded those targets in the last FY
- Eliminated emissions of this by-product entirely

**Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.66667**

How does your company mitigate its greenhouse gas emissions for at least Scopes 1 and 2?

- 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. 5% reduction of GHG from baseline year)
- We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals address climate change
- We have met the specific reduction targets set during this reporting period
- We have achieved carbon neutrality

**Mission Lock Points Earned: 10 of 10.00000**

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?

- 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 subsidiary of another company that has not done so, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
- As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
- None of the above

**Socially Beneficial Products and Services Points Earned: 0 of 0.00000**

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

- Providing access to basic human needs for individuals who do not have access (affordable housing, electricity for off-grid neighborhoods)
- Providing or promoting health or health care (vaccinations, medical software)
- Increasing knowledge through education or supporting educational initiatives (educational games, books)
- Providing economic opportunities for the economically disadvantaged (starting services for the disabled)
- Preserving or promoting culture and/or arts and media
- Improving the social or environmental impact of organizations
- Supporting the success of impactful businesses or organizations
- Other
- None of the above

**Environmentally Beneficial Products and Services Points Earned: 0 of 0.00000**

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

- Our product or service provides or is self-powered by renewable or cleaner burning energy (e.g. wind turbines, solar powered lanterns)
- Our product or service is designed to conserve resources, including water, energy, or material (e.g. recycled products, energy efficient appliances, water conservation technology)
- Our product is designed to conserve or preserve land or wildlife (e.g. FSC Certified paper / wood products)
- Our product or service reduces and uses less toxic or hazardous materials (e.g. Certified Organic products)
- Our product or service provides environmental education or information
- Our production practices are designed to conserve the environment across the company's entire operations
- None of the above

**Focus on Beneficial Products and Services Points Earned: 0 of 0.00000**

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

- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Not applicable



### Beneficial Products and Services Design and Measurement Points Earned: 0 of 0.00000

Which of the following is true of your products and services designed to have the positive social or environmental impact you just identified?

- We have designed the product to be used by, or specifically benefit, customers that are low-income and/or underserved
- We have third-party certifications or approvals that verify the positive impact of our product (e.g., Organic Certified Product)
- We track the positive results of our impactful product through case studies, surveys, or in-depth outcomes or impact assessments
- We measure and/or manage the potential negative or unintended impacts of our product / service
- None of the above

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

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

- Our company intentionally hires and trains people with chronic barriers to employment
- Our company is owned by our employees and all employees have the opportunity to become owners
- Our company seeks out underserved or low-income suppliers AND provides above-market prices and/or additional support in an effort to help alleviate poverty (i.e., fair trade)
- Our business model is designed to formally, directly, and regularly donate a material portion of the company's assets (>1% of revenue, >5% of time, >20% of profit/ownership) to charitable causes
- Our business model is designed to support and/or rebuild our local community
- Our company is a producer cooperative designed to improve income-generating opportunities for suppliers
- Other
- None of the above

## B Impact Assessment

### Governance

#### Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

Describe your company's approach to creating positive impact.

Please describe the ways in which you measure your social or environmental performance.

- 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 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

Mission Statement Characteristics Points Earned: 0.75 of 0.75000

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

Please select all that apply. We do not require that you select all that apply. You may select 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 product)
- A commitment to serve a target beneficiary group in need (e.g., low-income customers, smallholder farmers)
- We have no written mission statement

Mission Statement Points Earned: 0 of 0.00000

Please share the text of your formal mission statement here.

*Our mission is to serve the public good by being an educational and resource center for the multi-level learning of systemic constellations for individual growth and healing for ongoing professional development for organizational and social change. A community of belonging - for those passionate about the philosophy and practice of systemic constellation work. A place to be inspired - where one can connect or reconnect with a deeper sense of purpose and meaning.*

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

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

Please select all that apply. We do not require that you select all that apply. You may select all that apply.

- 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

### Board Review of Social or Environmental Performance Points Earned: 0.75 of 1.50000

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

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

### Stakeholder Engagement Points Earned: 0.75 of 0.75000

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

### Social/Environmental Key Performance Indicators Points Earned: 0 of 1.50000

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

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

### Ethics & Transparency

#### Governance Structures Points Earned: 0 of 1.05982

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

Please select all that apply. We do not require that you select all that apply.

- Owner or Manager Governed (including Board of Directors with any 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 of the company)

#### Internal Good Governance Points Earned: 0.353010500 of 1.05982

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

### Ethics Policies and Practices Points Earned: 0 of 1.05982

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

### Reviewed / Audited Financials Points Earned: 1.05982 of 1.05982

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

- Yes
- No

### Company Transparency Points Earned: 0 of 1.05982

What information does the company make publicly available and transparent?

Please select all that apply. We do not require that you select all that apply. You may select all that apply.

- 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

### Governance Metrics

Last Fiscal Year Points Earned: 0 of 0.00000

On what date did your last fiscal year end?

2018-12-31

Reporting Currency Points Earned: 0 of 0.00000

Select your reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0.00000

Total Earned Revenue From the last fiscal year

Please report all revenue from the fiscal year, including revenue from the sale of goods and services, royalties, licensing fees, and other revenue.

20704

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue From the fiscal year before last

0

Net Income Last Year Points Earned: 0 of 0.00000

Net Income From the last fiscal year

0

Net Income Year Before Last Points Earned: 0 of 0.00000

Net income from the fiscal year before last  
0

Mission Locked

Mission Lock Points Earned: 10 of 10.00000

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?

- Signed a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders (e.g. sign-off & Gap Agreements)
  - Adopted a specific legal entity or governance structure that prioritizes mission over time, but does not require consideration of all stakeholders in its decision-making (e.g. cooperative)
  - As a subsidiary of another company that has not done so, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
  - As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
- None of the above

Workers

Workers Impact Area Introduction

Use Of Contracted Labor Points Earned: 0 of 0.00000

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

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

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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

- Fixed Salary
- Daily or hourly wage

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

- Ownership structures that provide significant equity (1-40%) 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

% of Employees Paid Individual Living Wage Points Earned: 0 of 3.20000

What percentage of employees on an FTE (full-time equivalent) basis are paid at least the equivalent of a living wage for an individual?

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

% of Employees Paid Family Living Wage Points Earned: 0 of 3.20000

What percentage of employees are paid at least the equivalent of a living wage for a family?

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

% Above the Minimum Wage Points Earned: 0 of 1.60000

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

- 0% - Lowest wage is equivalent to minimum wage
- 1-9%
- 10-29%
- 30-49%
- 50-79%
- 75%+
- N/A - We do not employ hourly workers

Compensation Policies and Practices Points Earned: 0 of 1.60000

What additional financial benefits does your company offer to non-executive employees?

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

% Participation In Employee Ownership Points Earned: 1.6 of 1.60000

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?

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

Ownership Eligibility Points Earned: 0 of 0.00000

Are all employees formally eligible to participate in the ownership structure of the company?

- Yes
- No

# of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers  
Current: Total Full-Time Workers

1.5

# of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers  
Total full-time workers twelve months ago

0

# of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers  
Current: Total Part-Time Workers

0

# of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers  
Total part-time workers twelve months ago

0

# of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers  
Current: Total Temporary Workers

3

# of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers  
Total temporary workers twelve months ago

0

Financial Security

Lowest Paid Wage Points Earned: 0 of 0.00000

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

None of the above

Employee Retirement Plan Points Earned: 0 of 1.60000

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

- 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

Financial Services for Employees Points Earned: 0 of 0.00000

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

- 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 stress-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

Health, Wellness, & Safety

Healthcare Plan Points Earned: 0 of 1.60000

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

- Consistent 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 contributions)
- Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contributions)
- Co-payment of \$20 or less per primary care visit paid for by worker
- Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs, and \$50 less for non-formulary drugs
- Explicit coverage of transgender-inclusive healthcare
- None of the above

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

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

**Workers Participating in Healthcare Plan** Points Earned: 0 of 2,00000

- On an FTE basis, what percentage of your employees is enrolled in the healthcare coverage previously identified?
- < 75%
  - 75-85%
  - 86-95%
  - 96-99%
  - 100%
  - N/A

**Supplementary Health Benefits** Points Earned: 0 of 4,00000

- 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
- We are a new/very business with no full-time employees yet so none of these questions really apply

**Career Development**

**Professional Development Policies and Practices** Points Earned: 0 of 1,00000

- How does your company provide training opportunities to employees for professional development?
- We have a formal onboarding process for new employees
  - We offer 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-skill 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/training)
  - We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licenses)
  - None of the above

**Employee Review Process** Points Earned: 0.6 of 3,00000

- Which of the following is included or applies to your company's formal process for providing performance feedback to employees?
- Process has a regular schedule and is conducted at least annually
  - Peer and subordinate input
  - Written guidance for 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

**Career Development (Hourly)**

**Skills-Based Training Participation** Points Earned: 0.28571 of 0.28571

- 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%+
  - Don't know

**Hours Spent on Training** Points Earned: 0.57143 of 0.57143

- On average, approximately how much time did each worker spend on dedicated, job-related training or education in the past twelve months?
- 1-5 hours
  - 6-10 hours
  - 11-20 hours
  - 21+ hours
  - Don't know

**External Professional Development Participation** Points Earned: 0.57143 of 0.57143

- What percentage of full-time workers has participated in external professional development or lifelong learning opportunities in the past fiscal year?
- 0%
  - 1-24%
  - 25-49%
  - 50%+

**Engagement & Satisfaction**

**Paid Secondary Caregiver Leave** Points Earned: 0 of 0.81250

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

**Supplementary Benefits** Points Earned: 0 of 1,62500

- What supplementary benefits are provided to a majority of non-managerial workers?
- On-site childcare
  - Off-site subsidized childcare
  - Free or subsidized meals
  - Policy to support breastfeeding mothers
  - Other - please describe
  - None of the above

**Worker Empowerment** Points Earned: 0 of 0.81250

- 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 change
  - Employee complaint/ input mechanisms are reviewed at least every other year, with input from employees themselves in the process
  - Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
  - We have adopted open bank management or self-management principles within the workplace
  - Workers have opportunity to elect members to the Board of Directors
  - Other - please describe
  - None of the above

**Surveying and Benchmarking Engagement and Attrition** Points Earned: 0 of 0.81250

- How does your company monitor and evaluate your worker satisfaction and engagement?
- 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 aggregate 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

**Engagement & Satisfaction (Hourly)**

**Number of Paid Days Off** Points Earned: 0.58333 of 1,16667

- What is the annual minimum number of paid days off (including holidays) for full-time employees?
- 0-8 work days
  - 9-15 work days
  - 16-20 work days
  - 21-25 work days
  - 25+ work days

**Paid Primary Caregiver Leave for Hourly Workers** Points Earned: 0 of 1,16667

- What primary parental leave policies apply to your hourly workers, either through your company or a government program?
- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
  - Primary caregivers receive 12 weeks 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)
  - 3-6 weeks of primary parental leave (or equivalent) is fully paid
  - 6-12 weeks of primary parental leave (or equivalent) is fully paid
  - 13-18 weeks of primary parental leave (or equivalent) is fully paid
  - 18+ weeks of primary parental leave (or equivalent) is fully paid
  - Primary caregivers receive no time off for parental leave

**Collective Bargaining** Points Earned: 0 of 0.81250

- What percentage of your employees are covered by a collective bargaining agreement?
- < 65%
  - 65-80%
  - 81-90%
  - > 90%
  - N/A - company is a cooperative or has other self-management mechanisms for employees

**Community**

**Community Impact Area Introduction**

**Community Oriented Impact Business Model** Points Earned: 0 of 0.00000

- 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?
- Yes
  - No

**Diversity, Equity, & Inclusion**

**Diverse Ownership and Leadership** Points Earned: 0.51724 of 1.03448

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

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

**Creating and Managing Inclusive Work Environments** Points Earned: 0.310344 of 1.03448

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

**Measurement of Diversity** Points Available: 1.03448

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction? Note: in some circumstances, collection of this data may be regulated by law. Consult local regulations to determine if collection is possible and to within the bounds of propriety and the law.

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

**High to Low Pay Ratio** Points Earned: 1.03448 of 1.03448

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

- >75x
- 16-75x
- 11-15x
- 6-10x
- 1-5x

**Female Management** Points Earned: 0 of 1.03448

How many of your company managers identify as women?

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

**Management from Underrepresented Populations** Points Earned: 0 of 1.03448

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

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

**Supplier Diversity Policies or Programs** Points Earned: 0 of 0.51724

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

**Supplier Ownership Diversity** Points Earned: 0.38793 of 1.03448

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

- 0%
- 1-9%
- 10-34%
- 35-39%
- 40-49%
- 50%+
- Don't know

**Economic Impact**

**Geographic Structure and Scope** Points Earned: 0 of 0.96000

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 are located in St. Paul MN and aim to serve the upper Midwest of the US

**New Jobs Added Last Year** Points Earned: 0 of 0.96000

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.

0

**Job Growth Rate** Points Earned: 0 of 4.28571

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay a living wage?

- 0% (no growth on a per basis)
- 1-24%
- 25-49%
- 50%+

**Non-accredited Investor Ownership** Points Earned: 0 of 2.14286

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

**Local Ownership** Points Earned: 2.14286 of 2.14286

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

- Yes
- No
- Don't know

**Spending on Local Suppliers** Points Earned: 1.42857162 of 2.14286

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

- <30%
- 30-39%
- 40-59%
- 60%+
- Don't know

**Impactful Banking Services** Points Earned: 2.14286 of 2.14286

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 Green Alliance for Banking on Values
- Cooperative bank or credit union
- Local bank committed to serving the community
- Independently owned bank
- None of the above

**Civic Engagement & Giving**

**Corporate Citizenship Program** Points Earned: 0.384 of 0.96000

How does your company take part in civic engagement?

Please select all that apply. You may select more than one option. If you are unable to answer a question, please select "None of the above".

- 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

**Charitable Giving and Community Investment Policies and Practices** Points Earned: 0 of 0.96000

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 meet 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

**Advancing Social and Environmental Performance** Points Earned: 0.548 of 0.48000

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 in 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
- We are developing programs to address the deconstruction of white dominance and are working with other community partners to implement them
- None of the above

**Supply Chain Management**

### Significant Supplier Descriptions Points Earned: 0 of 0.00000

- Please select the types of companies that represent your Significant Suppliers.
- Project Manufacturers
  - Professional Service Firms (Consulting, Legal, Accounting)
  - Independent Contractors
  - Marketing and advertising
  - Office Supplies
  - Printing Providers
  - Technology
  - Raw materials
  - Farms
  - Other - please describe

### Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

- Does your company screen or evaluate Significant Suppliers for social and environmental impact?
- Yes
  - No

### Subcontracted Services Points Earned: 0 of 0.00000

- Does your company subcontract support services (staffing essential to the delivery of your services to other individuals or organizations)?
- Yes
  - No

### Subcontractor Screening Topics Points Earned: 0 of 0.00000

- Does your company review or set requirements regarding the labor practices of its subcontracted service providers that includes the following topics?
- Compliance with all local laws and regulations
  - Compliance with international human rights and labor standards for employees and contractors
  - Payment at or above industry benchmarks
  - Payment of a living wage (for employees and contractors)
  - Employee benefits provided
  - Professional development opportunities
  - Other labor practices
  - None of the above

### % of Subcontracted Services Accountable to Code of Conduct? Points Earned: 0 of 2.00000

- What % of your subcontracted services (on a currency basis) are accountable to the formalized code of conduct or requirements described in this previous question?
- 0%
  - 1-20%
  - 21-49%
  - 50-74%
  - 75-99%
  - 100%
  - N/A

### Screening / Monitoring for Services Points Earned: 0 of 0.50000

- Which of the following methods are used to evaluate the social or environmental impact of your subcontracted services?
- Company shares policies or rules with subcontractors but does not have a verification process in place
  - Company requires subcontractors complete self-designed assessment
  - Company utilizes third party risk or impact assessment tools (BIA)
  - Company conducts routine audits/reviews of subcontractors at least every two years
  - Company has third parties conduct routine audits/reviews of subcontractors at least every two year
  - Other
  - None of the above

### % of Subcontracted Services Screened / Monitored Points Earned: 0 of 2.00000

- What % of your subcontracted services (on a currency basis) are evaluated based on the methods selected in the previous question?
- 0%
  - 1-20%
  - 21-49%
  - 50-74%
  - 75-99%
  - 100%
  - N/A

### Independent Contractor Practices Points Earned: 0.25 of 1.00000

- 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?
- We have a formal routine process for independent contractors to receive post-project or -contract performance feedback to company
  - Our independent contractors are verified to either work on a time-bound basis, split their time with work for other clients, 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

## Environment

### Environment Impact Area Introduction

### Type of Facilities Points Earned: 0 of 0.00000

- What kind of facilities does your business primarily operate in?
- Company-owned office space
  - Leased office space
  - Co-working space
  - Virtue or home offices

### Environmental Business Model Points Earned: 0 of 0.00000

- Are your company's products or process structured to restore or preserve the environment in any of the following ways?
- Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
  - Through a product or service that preserves, conserves, or restores the environment or resources
  - None of the above

### Air & Climate

#### Monitoring Energy Usage Points Earned: 0 of 0.66667

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

#### Renewable Energy Usage Points Earned: 0 of 1.66625 of 1.33333

- What percentage of energy use is produced from renewable sources?
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75-99%
  - 100%
  - Don't know

#### Low Impact Renewable Energy Use Points Earned: 0.26666 of 1.33333

- What percentage of energy use is produced from low-impact renewable sources?
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75-99%
  - 100%
  - Don't know

#### Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.66667

- How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?
- 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. 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 address or mitigate climate change
  - We have met the specific reduction targets set during this reporting period
  - We have achieved carbon neutrality

#### % GHG Emissions Offset Points Earned: 0 of 0.6667

- If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were offset?
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75-99%
  - 100%
  - Don't know
  - N/A - No carbon offsets purchased

### Water

#### Monitoring and Managing Water Use Points Earned: 0 of 1.00000

- Does your company monitor and manage your water usage?
- 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. 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

### Land & Life

#### Monitoring and Reporting Non-hazardous Waste Points Earned: 0 of 1.00000

- How does your company monitor and manage your waste production?
- 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

**Hazardous Waste Disposal** Points Earned: 1 of 1,00000

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

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

**Customers**

**Customer's Impact Area Introduction**

**Customer Impact Business Model Introduction** Points Earned: 0 of 0.00000

Does your product/service address a social or economic problem for or through your customers?

- Yes
- No

**Customer Stewardship**

**Managing Customer Stewardship** Points Earned: 0.41675 of 1.25000

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

- 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

**Monitoring Customer Satisfaction and Retention** Points Earned: 0.25 of 1.25000

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

**Managing Product Impacts** Points Earned: 0 of 1.25000

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

8 Impact Assessment: Minnesota Center for Systemic Constellations

**No formal Registration Under Domestic Regulations** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

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

- Yes
- No

**Tax Reduction Through Corporate Shells** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

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

- Yes
- No

**Conduct Business In Conflict Zones** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- Company operates in conflict zones

- Yes
- No

**Sale of Data** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- Company sells or provides access to consumer or user data

- Yes
- No

**Facilities located in sensitive ecosystems** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- Company facilities are located adjacent to or in sensitive ecosystems

- Yes
- No

**Company prohibits freedom of association/collective bargaining** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- Yes
- No

**Employs individuals on zero-hour contracts** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- Company employs individuals on zero-hour contracts

- Yes
- No

8 Impact Assessment: Minnesota Center for Systemic Constellations

**Disclosure Questionnaire**

**Disclosure Industries**

**Gambling** Points Available: 0.00000

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

- Yes
- No

**Disclosure Pornography** Points Available: 0.00000

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

- Yes
- No

**Payday, Short Term, or High Interest Lending** Points Available: 0.00000

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

- Yes
- No

**Illegal Products or Subject to Phase Out** Points Available: 0.00000

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

- Yes
- No

**Industries at Risk of Human Rights Violations** Points Available: 0.00000

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

- Yes
- No

**Other** Points Available: 0.00000

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

- Yes
- No

**Company Explanation of Disclosure Item Flags** Points Available: 0.00000

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

**Disclosure Practices**

8 Impact Assessment: Minnesota Center for Systemic Constellations

**Company workers are prisoners** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- Company uses workers who are prisoners

- Yes
- No

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- 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

**Overtime For Hourly Workers Is Compulsory** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

- Overtime work is compulsory and exceeds 48 hours in a week

- Yes
- No

**Other** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

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

- Yes
- No

**Company Explanation of Disclosure Item Flags** Points Available: 0.00000

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

**Disclosure Outcomes & Penalties**

**Litigation or Arbitration** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes." If false, select "No."

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

- Yes
- No

**On-Site Fatality** Points Available: 0.00000

Please indicate if the following statements are true regarding whether or not the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes." If false, select "No."

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

- Yes
- No

8 Impact Assessment: Minnesota Center for Systemic Constellations

**Company has filed for bankruptcy** Points Available: 0.00000

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" if false, select "No".  
Company has filed for bankruptcy

- Yes
- No

**Bribery, Fraud, or Corruption** Points Available: 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.  
Penalties regarding bribery, fraud, or corruption

- Yes
- No

**Anti-Competitive Behavior** Points Available: 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.  
Penalties or stipulations of anti-competitive behavior

- Yes
- No

**Financial Reporting, Taxes, Investments, or Loans** Points Available: 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.  
Penalties regarding financial reporting, tax payments, investments, or loans

- Yes
- No

**Political Contributions or International Affairs** Points Available: 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.  
Penalties regarding political contributions or international affairs

- Yes
- No

**Labor Issues** Points Available: 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.  
Labor penalties, including safety and discrimination

- Yes
- No

**Breaches of Confidential Information** Points Available: 0.00000

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" if false, select "No".  
Breaches of individual privacy and/or loss of individual confidential data

- Yes
- No

**Significant Layoffs** Points Available: 0.00000

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" if false, select "No".  
Company has had layoffs of more than 20% of the workforce

- Yes
- No

**Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)** Points Available: 0.00000

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" if false, select "No".  
Company has had accidental discharges to air, land or water of hazardous substances

- Yes
- No

**Large Scale Land Conversion, Acquisition, or Relocation** Points Available: 0.00000

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" if false, select "No".  
Construction or operation of company involved large scale land reclamation, conversion, 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

**Penalties Assessed For Environmental Issues** Points Available: 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.  
Environmental management penalties, including animal welfare

- Yes
- No

**Violation of Indigenous Peoples Rights** Points Available: 0.00000

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

**Other** Points Available: 0.00000

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

**Company Explanation Of Disclosure Item Flags** Points Available: 0.00000

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

**Supply Chain Disclosure**

**Business in Conflict Zones** Points Available: 0.00000

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

- Yes
- No
- Don't know

**Negative Social Impact** Points Available: 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- Yes
- No
- Don't know

**Negative Environmental Impact** Points Available: 0.00000

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

- Yes
- No
- Don't know



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*Steve Simon*

Steve Simon  
Secretary of State