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REQUEST FOR PENALTIES



Office of the Minnesota Secretary of State
Minnesota Public Benefit Corporation / Annual Benefit Report
Minnesota Statutes, Chapter 304A



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

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

1. Corporate Name: (Required) Eat For Equity Catering SBC

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

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

see attached

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

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

3/19/20
Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

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

EMTOR6@EATFOREQUITY.ORG

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

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

EMILY TORGRIMSON 612-470-4328
Contact Name Phone Number

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

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



2019 SPECIFIC BENEFIT CORPORATION REPORT

Eat for Equity Catering's specific benefit purposes are:

- 1) Promoting and modeling equitable and sustainable food sourcing
- 2) Providing access to conscious food choices
- 3) Using catering to support local nonprofit causes

Promoting and modeling equitable and sustainable food sourcing

Equitable Food Sourcing

Eat for Equity Catering believes that we can build equity in our communities through thoughtful food purchasing. To us, equity means that the food we cook and serve should be as equitable as the causes we support. To that end, we prioritize sourcing from businesses owned and/or run by women, minorities, cooperatives, or nonprofits.

We try to walk the walk and cook our values. In 2019, we spent 57% of our food dollars with cooperative, women- or minority-owned businesses. Examples of these businesses include Classics Provisions (woman-owned), Coop Partners Warehouse (cooperative structure), Salty Tart Bakery (woman-owned), Hmong American Farmers Association (nonprofit structure), Sin Fronteras (minority-owned).

Two women-owned businesses that we regularly purchased from were sold or closed in 2019. Classic Provisions was sold to Fortune Gourmet, and Salty Tart Bakery closed operations. Additionally, Peace Coffee was formerly considered a non-profit vendor because it was founded by and owned by the Institute on Agriculture and Trade. However, it was purchased in 2019 by an ownership group that included its current CEO, a woman [so we continue to consider it a preferred vendor]. These closures and business shifts accounted for the majority of the 18% drop in purchases from women-, minority-, and cooperatively-owned businesses from 2018 [75%] to 2019 [57%].

If at least a third of the business is owned by women and/or people of color, we consider it to be a women- or minority-owned business. Or, if executive leaders are women or people of color, we consider it to be a women- or minority-run business.

We prioritize cooperative and nonprofit organizations because we believe that their structures help to create equity. Cooperatives are owned and run jointly by their members, who share in the profits or benefits. Examples of our food vendors include Co-op Partners Warehouse, Seward Cooperative, and Organic Valley.

Nonprofits build equity by being mission-driven, often created by or with input from the community, and by reinvesting profits back towards their mission. Eat for Equity



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Catering is owned by a nonprofit, Eat for Equity. Non-profit vendors we use include Hmong American Farmers Association.

We track our food purchases through our accounting system and code vendors as cooperative, women-owned, or minority-owned businesses. We share our sourcing list and our food policy on our website (eatforequity.org/sourcing). We also try to direct social media posts around our food sources to encourage others to use their food purchasing to contribute to a more equitable and sustainable economy. Our goal is to increase awareness of and opportunity for our producers to share their stories and grow.

SUSTAINABLE FOOD SOURCING

Eat for Equity Catering prioritizes purchasing of local, organic, and fair-trade foods because we see deep value in investing in our local communities and in production practices that are healthier for the planet and for farm workers.

We have a commitment to purchase core products (at least 50% of expenses) from independent suppliers local to where the product will be used or where the company operates. In 2019, we estimate that 86% of our purchases [food, event supplies, alcohol, meetings] were made with local independent suppliers.

Almost all of our ingredients are either local or organic. Our goal for 2019 was to source 80% of our food dollars on local or organic products. We fell just a few percentage points short of that ambitious goal. **In 2019, 77% of our food dollars were spent on local or organic products.**

We track our food purchases through our accounting system and code items as Local, Organic, or Conventional. If food is both local and organic, we code it as Local.

In 2019, Local food accounted for 48% of total food purchases. What does "local" mean to us? Products are local if they are grown in the five-state region around us (MN, WI, IA, ND, SD), or if they are produced or processed locally (beyond repackaging). Local products can be either organic or conventionally grown.

For example, You Betcha Kimchi produces and ferments its kimchi at Good Acre in St. Paul, and sources its organic cabbages and radishes primarily (but not exclusively) from local producers. Because the bulk of processing takes place locally, we consider You Betcha Kimchi a local product.



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An additional 29% of food purchases were for organic foods that were not local. Although we would like to source locally as much as possible, there will always be products that need to be brought in from elsewhere in order to meet the demands of our clients, such as olive oil or citrus fruit, which cannot be grown in our climate.

Provide access to conscious food choices

What does conscious mean to us? It means food that is nourishing, minimizes environmental impact, and is inclusive of guests with allergies or dietary restrictions. We provide seasonal and wholesome menu items at catered events. Those menu items might include fruit-forward, vegetable-forward, whole grain, or from-scratch foods. We have become a go-to caterer for vegetarian, vegan, and gluten-free clients.

Inclusive food choices

We want to offer our clients an inclusive catering experience, and make sure all their guests can eat at our event. We cater to food sensitivities and dietary needs - for example, vegan, vegetarian, gluten-free, halal - by featuring a range of menu items that fit those needs.

We label our products as vegan, vegetarian, gluten-free, or halal and mark key allergens (dairy, egg, wheat, shellfish, peanuts, soy, tree nuts). We try to feature a full ingredient list whenever possible. We seek out halal sources of meat that also fit our purchasing guidelines, namely that the meat we provide is locally and ethically raised.

In our new kitchen, we have made a policy of being a peanut-free and shellfish-free facility. Shellfish and peanuts are allergies that are life-threatening and can be triggered by trace amounts of those ingredients in the air or on surfaces. Previously, we had been able to say that particular menu items did not include those ingredients, but that they were prepared in a kitchen where those ingredients existed. We will have more control over what comes into our kitchen, and can give our guests and clients a guarantee that their food was prepared in a shellfish-free and peanut-free environment.

We expanded our menu to offer additional gluten free, vegan, and halal menu options. We added some new items including sweet corn pancakes with pimento cheese, risotto cakes with tomato curry sauce, carrot osso bucco, hot tamale pie, and kofta kebabs.



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Minimize impact on the environment

Our goal is to reduce food waste, including implementing a donated food program, composting, and repurposing excess ingredients.

We are in the process of moving to a new kitchen where we are adding composting for the building. We compost in our current location, and composting and reducing waste is a core part of our business flow. We always provide compostable paper products, including plates, forks, cups, and platters. We do not charge extra for these products, even though they are an additional expense to us. We prioritize this and fold in the cost of compostables into our events.

We have made regular in-kind food donations to our partner nonprofit, Eat for Equity. Eat for Equity Catering donates staff time and ingredients so that Eat for Equity can keep costs down and donate more of the proceeds toward partner nonprofits. For example, in late 2019, Eat for Equity organized a feast in support of Young Dance using donated food from Eat for Equity Catering. Because of those donations, Eat for Equity only spent \$26 on ingredients to round out the meal, and was able to direct almost all of the money raised at the event toward Young Dance.

Accessible Options

We want to make good food as accessible as possible, by providing options that are affordable to a wide range of clients.

We began expanding our cooking party option for clients, so that we could offer a more affordable and community-based catering option.

Cooking parties started in 2018, originally as a response to a need in our community. A friend and member of our community was diagnosed with breast cancer. She wanted to be able to have a stock of nourishing food for healing after a scheduled surgery. We talked about her favorite foods and the menu items she wanted to have on hand, and she invited her friends together for a cooking party. At the end of the night, she had gallons of soup and bone broth, basic foods, and dozens of pre-made freezer meals.

Eat for Equity Catering provides kitchen space, tools, recipes and ingredients, and staff facilitation. Our client invites their community to work together in our kitchen. This offers our clients both a 30-50% cost savings from our traditional catering offerings, and an opportunity for team-building and unique volunteer experience.



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People at the cooking party shared about how meaningful it was to be able to do something constructive to support their friend

We hosted several cooking parties in 2019 - both for nonprofits hosting community gathering events and for individuals hosting wedding celebrations. We directed a specific staff role toward developing this program, trying to make catering more affordable to groups or individuals who might not otherwise be able to afford such a service.

Using catering to support local nonprofit causes

Nonprofit Clients

We prioritize working with nonprofit organizations to provide quality and affordable catering for their fundraisers, conferences, and gatherings. Our goal is to have 50% of our clientele be nonprofit organizations.

In 2019, we had an estimated 118 clients, and at least 56% were representatives of nonprofit organizations. Nonprofit clients accounted for 38% of our business in 2019, a 15% increase from total revenue in 2018. [23% . Nonprofit clients include Pollen Midwest, Impact Hub, University of Minnesota, Minnesota Public Radio, and Minnesota Comeback. Our calculations may skew low, however. For instance, Events by Lady K is not a nonprofit (they are a benefit corporation), but they coordinate events for nonprofits and foundations. All work that we have done with them is for nonprofits and foundations, but we did not count them in the total business with nonprofits.

Additionally, we have a commitment to serve at least 75% local and independent clients or customers. Our estimate is that 88% of our business came from local customers in 2019.

Charitable Donations

Our goal is to generate profits from Eat for Equity Catering events to support nonprofit causes. In 2019, we made direct contributions to Voices of Hope, a women's prison choir [\$718], Compas [\$150], and Safe Hands Rescue \$200]. We also provided a discount for services to partner nonprofits like Pollen [\$370] and committed to an ongoing partnership with Pollen in 2020 with a discount on catering services for \$4000 over the year.



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In-kind Donations

We expanded our in-kind donations of food toward nonprofits that complement Eat for Equity Catering's mission, donating both food costs and staff time for the events.

Eat for Equity Catering and our partner nonprofit Eat for Equity organized a bake sale and tamales sale to benefit two organizations providing support to immigrants in detention and their families: Refugee and Immigrant Center for Education and Legal Services (RAICES) and the locally based Interfaith Coalition on Immigration (ICOM-AID). In less than 24 hours after our call to action, we got orders and donations totalling \$1000. By the end of the week, we had raised \$4000 for these organizations' important work. Eat for Equity Catering donated all the ingredients costs, and Eat for Equity organized volunteers and facilitated the donation process.

Volunteers made dozens of pies, hundreds of cookies, and literally 400 tamales. It was amazing to see our community turn out to support those organizations as they continue their efforts to end anti-immigrant laws, and to promote justice by providing free and low-cost legal services to underserved immigrant children, families and refugees.

In 2020 so far, we responded to the Coronavirus crisis by distributing prepared food to people in our community, at low or no cost. We provided low-cost food to people at the beginning of the pandemic, including no-cost to those who needed it or asked for it. We believe we were among the first food businesses in the Twin Cities to do so.

Eat for Equity Catering offered pickup service for packages of soup, lasagna, salad, and baked goods so that people who were facing a period of unemployment or isolation could know that they had nourishing food for a couple of weeks.

Additionally, we pivoted to offer weekly food pickup to ease the stress of leaving the house and cooking meals by providing community members with a week's worth of prepared meals. We made safe, nourishing prepared food for Omnivores, Vegetarians, and Vegan and Gluten Free eaters. Each Meal Box should provide 3 meals, for 3 - 4 people / 6 meals for 2 - 3 people / or 12 meals for 1 person. The meal kits are at reduced price, and we also offered discounts to try to make them affordable for our community. We are also offering "Greengrocer Boxes" consisting of fresh organic fruits, veggies, and herbs.



eat forequity
— catering —

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The Eat for Equity Catering Board of Directors is currently comprised of Emily Torgimson, Executive Director. Emily Torgimson has prepared, reviewed and approved this report.

In addition, this report has been shared with the Eat for Equity Board of Directors. Eat for Equity is the owner of Eat for Equity Catering, SBC.

EMILY TORGRIMSON
3/29/20



Work Item 1156046600033
Original File Number 992025200030

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
04/27/2020 11:59 PM

Steve Simon

Steve Simon
Secretary of State