

**Certified**



**Corporation**<sup>™</sup>

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*The B Ratings System:*  
VERSION 1.0

Certified



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Sample B Report™

Last Updated: 00/00/00

# XYZ Manufacturing, Inc.

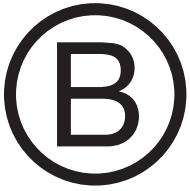
Composite B Score: **81.3**

(> 80 out of 200 is eligible for certification as a B Corporation)

	Points Earned	% Points Available
<i>Environment</i>	<b>13.1</b>	<b>28%</b>
Corporate Offices	9.1	49%
Transportation / Distribution	2.9	50%
Manufacturing Facilities	1.2	5%
<i>Employees</i> <b>Area of Excellence*</b>	<b>31.7</b>	<b>75%</b>
Compensation & Benefits	17.3	72%
Employee Ownership	7.4	77%
Work Environment	6.9	82%
<i>Community</i>	<b>12.5</b>	<b>29%</b>
Local	3.1	42%
Diversity / Broad Ownership	4.0	34%
Charity / Direct Service	5.5	23%
<i>Consumers</i>	<b>19.3</b>	<b>40%</b>
Beneficial Products / Services	0.0	0%
Beneficial Method of Production / Impact	19.3	100%
Serving those in Need	0.0	0%
<i>Leadership</i>	<b>4.7</b>	<b>24%</b>
Governance / Accountability	0.0	0%
Transparency / Reporting	0.4	13%
Fair Trade / Supplier Code of Conduct	4.3	44%
<i>Total</i>	<b>81.3</b>	<b>41%</b>

\* >60% points available is an Area of Excellence

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### The B Ratings System: VERSION 1.0

The first step in becoming a B Corporation is taking the B Survey and seeing how you stack up against the new standard for social and environmental performance. Taking the B Survey usually takes about 60-90 minutes. Once you've completed the survey, you will receive the B Report that contains a composite score and if that score is above 80 (out of 200 points available) you will be eligible for certification.

## XYX Manufacturing, Inc.

### Section 1: Practices

This section focuses on benefits that accrue to your company's owners, employees, suppliers and community due to specific practices you undertake. The main areas of inquiry include: governance, employee policies, corporate culture, supplier relations, environmental impact, diversity, and community involvement.

### Governance - Conduct Business as if People Matter

#### Mission:

Has the company explicitly integrated social performance into its corporate mission? [need help?](#)

Yes

No

Has the company explicitly integrated environmental performance into its corporate mission? [need help?](#)

Yes

No

Please type or paste-in a 2-3 sentence summary of your mission here, and attach a copy of your official mission statement. [need help?](#) [attach >](#)

Is an officer or board member appointed to oversee the social or environmental mission?

Yes

No

N/A

#### Transparency & Reporting:

Does the company produce financials that are verified annually by an independent source through an audit or other review process?

Yes

No

*continued >*

## Section 1: Practices – Governance (Continued)

**Does the company share financial information (except salary info) with its employees?**

- Yes  No

**Does the company produce an annual external report detailing its mission-related performance? If so, please attach your most recent external mission performance report.** [attach >](#)

- Yes  No

**Does your mission performance report include (please check all that apply):**

- Clear statements of your mission, its goals, and the change you seek  
 Clear descriptions of your mission-related activities  
 Quantifiable targets for mission performance  
 Quantifiable results from your mission (e.g., lbs of carbon offset)  
 Consistent variables of measurement which allow comparisons to previous years  
 Third-party validation of any part of your company's mission performance  
 N/A

**What portion of your managers are evaluated on their performance with regard to corporate social and environmental targets?**

- None  Some  About Half  Most  All

**Do employees have access to information that identifies all owners and investors of the company?**

- Yes  No

**Are there any conflicts of interest between the company, board members, owners and material investors, and if so, are these conflicts disclosed to employees?**

- No conflicts of interest  
 Conflicts of interest are fully disclosed  
 Conflicts of interest are not disclosed

**Are all company political contributions and lobbying efforts fully disclosed and transparent?**

- Yes  No  N/A

**Has the company reduced or minimized taxes through the use of corporate shells or structural means?** [need help?](#)

- Yes  No

**Has the company been assessed a tax penalty in the last three years? (If so, please attach a short explanation.)** [attach >](#)

- Yes  No

## Section 1: Practices – Governance (Continued)

**Accountability - Board:**

Does your company have a Board of Directors or other governing or advisory body? [attach](#)

Yes  No

Does the Board of Directors or other governing or advisory body meet at least twice a year? [need help?](#)

Yes  No  N/A

Is the Board of Directors (or other governing or advisory body) comprised of at least 50% independents? [need help?](#)

Yes  No  N/A

Does the Board of Directors (or other governing body) have an Audit Committee? [need help?](#)

Yes  No  N/A

Does the Board (or other governing body) have an Audit Committee of at least 50% independents? [need help?](#)

Yes  No  N/A

Does the Board of Directors (or other governing body) have a Compensation Committee? [need help?](#)

Yes  No  N/A

Does the Board (or other governing body) have a Compensation Committee comprised of at least 50% independents? [need help?](#)

Yes  No  N/A

Which of the following stakeholder groups have representation on the Board of Directors or other governing body? [need help?](#)

- Employees
- Community
- Environment
- Customers
- Suppliers

**Accountability - Other:**

Does the company have a Whistle-Blowing Policy? [need help?](#) [attach](#)

Yes  No

Are financial controls in place to ensure the accuracy of reporting and elimination of fraud?

Yes  No

Does the company have a forum to directly engage external stakeholders on an annual basis?

- Yes  No

Please describe how your company engages stakeholders (check all that apply):

- Annual stakeholder meetings
- Stakeholder forum on company website
- Third party or anonymous surveys
- Other
- N/A
- Other

*Employees – Conduct Business as if People Matter*

**Communication:**

Are company goals and priorities clearly and systematically communicated to all employees on at least an annual basis? [need help?](#)

- Yes  No

Is there an established, consistent process for providing performance feedback to all employees on at least an annual basis? [attach >](#)

- Yes  No

In employee performance reviews, are peer and subordinate input solicited and taken into account?

- Yes  No  N/A

Is there a policy or system in place for career development and promotion? [need help?](#)

- Yes  No

Is there an established mechanism for worker representation in decision making / management? [need help?](#)

- Yes  No

Is there a Human Resource / Ombudsperson / Employee Representative to mediate complaints / issues? [need help?](#)

- Yes  No

Is there a written, easily-accessible Employee Handbook? [need help?](#)

- Yes  No

Is there a Discrimination / Harrassment Policy that is vigorously enforced? Please attach the company's Discrimination / Harrassment Policy. [need help?](#) [attach >](#)

- Yes  No

*continued >*



Section 1: Practices - Employees (Continued)

Has a formal Code of Ethics been created and circulated? Please attach a copy of the company's Code of Ethics. [need help?](#) [attach](#)

- Yes
- No

Is there an established mechanism in place for communicating and enforcing the Code of Ethics?

- Yes
- No
- N/A

Does the company conduct anonymous employee satisfaction surveys on at least an annual basis?

- Yes
- No

Based on the results of your employee satisfaction assessment, what percent of your employees are "Satisfied" or "Engaged"?

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

Are employee metrics (e.g. retention, turnover, diversity) regularly collected, monitored and made transparent to all employees? [need help?](#)

- Yes
- No

Training/Continuing Education:

For what percentage of employees are job training and professional development opportunities regularly provided to enhance performance skills?

100

For what percentage of employees does the company provide reimbursement for Continuing Education? [need help?](#)

100

For what percentage of terminated employees are formal outplacement services provided? [need help?](#)

0

Job Flexibility/Corporate Culture:

Does the company offer part time / flex time work schedules? [tools & best practices](#)

- Yes
- No

What percentage of employees currently work part time or flex time hours? (for data analysis purposes only)

10

For non-exempt (hourly) employees, is overtime over 48 hours voluntary?

- Yes
- No
- N/A

continued >

Section 1: Practices – Employees (Continued)

**If feasible, can employees telecommute?**

- Yes
  No
  N/A

**What percentage of employees currently telecommute at least one day a week? need help?**  
(for data analysis purposes only)

IO

**Can employees job share? need help?**

- Yes
  No

**What percentage of employees currently job share? (for data analysis purposes only) need help?**

IO

**Can employees take a paid or unpaid non-medical sabbatical / leave of absence with his/her job guaranteed upon return?**

- Yes
  No

**Which of the following supplementary services are offered to employees? attach**

- On-site childcare
- Off-site subsidized childcare
- Health & Wellness Program
- Counseling Services
- Other: Please attach need help?
- None

**Accessibility**

---

**Are all facilities physically accessible to people with disabilities?**

- Yes
  No
  N/A

**Does the company provide reasonable accommodation for employees and job applicants with disabilities? need help?**

- Yes
  No
  N/A

**Safety**

---

**Does the company have a policy and/or practices in place that reflect federal standards related to occupational health and safety (i.e., a policy to minimize on-the-job injury and health dangers)? need help?**

- Yes
  No

**Are injury/accident/lost days/absentee days measured and transparent?**

- Yes
  No
  N/A

*continued >*

## Suppliers – Conduct Business as if People Matter

### Accountability:

Is there a formal Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance? This may include policies on Fair Trade. If so, please attach the company's Supplier Code of Conduct. [attach >](#)

Yes  No

Is there officer or board level responsibility for the Supplier Code of Conduct? (If you don't have a Supplier Code, select N/A).

Yes  No  N/A

Are all internal supply chain decision makers made aware of the Supplier Code of Conduct and held accountable to the code in their review process?

Yes  No  N/A

Is compliance with your Supplier Code verified by a third party annually? Please attach most recent third party Code of Conduct review or audit or Fair Trade certification. (If you don't have a Supplier Code, select N/A) [attach >](#)

Yes  No  N/A

Is the conduct of suppliers fully disclosed and transparent to the public? [need help?](#)

Yes  No  N/A

### Partnership

Is there an open forum for suppliers to communicate potential concerns with meeting the supplier code of conduct? (If you don't have a supplier code, select N/A)

Yes  No  N/A

In the cases where suppliers are not yet adhering to the supplier code of conduct is there a time period in place for required change as well as a supplier training/education policy? (If you don't have a supplier code, select N/A)

Yes  No  N/A

Is the company a member of one or more broad labor / fair trade focused association? If so, which ones?

- Fair Labor Association (FLO)
- International Labor Association (ILO)
- SA8000
- a Fair Trade Certification Org
- Other: please attach
- None

*continued >*

### Quality Assurance

Are policies and practices in place to assure the quality of your product?

Yes  No

Do you use an established methodology for quality assurance (PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc.)?

Yes  No

Are all material suppliers subjected to regular quality assurance reviews or audits?

Yes  No

Is quality assurance testing conducted by a third party?

Yes  No

Have you had a material recall due to quality control issues in the last three years?

Yes  No

### Community - Conduct Business as if People Matter

This section focuses on benefits that accrue to your company's owners, employees, suppliers and community due to specific practices you undertake. The main areas of inquiry include: governance, employee policies, corporate culture, supplier relations, environmental impact, diversity, and community involvement.

### Local Involvement

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.

taiwan  
shenzhen  
paoli  
amsterdam

Is the majority (over 50%) of the company's ownership located in the same community as at least two-thirds of your workforce?

Yes  No

Is there a local purchasing strategy or policy in place? [need help?](#) [attach](#)

Yes  No

## Section 1: Practices - Community + Corporate Environmental Impact

What percentage of expenditures (other than labor) is directed towards local suppliers? [need help?](#)

0%  
  1-20%  
  20-40%  
  40-60%  
  60%+  
  N/A

Is the majority of banking services provided by an independent local institution?

Yes  
  No

Are more than 50% of the company's customers local?

Yes  
  No

### Corporate Environmental Impact - *Move Toward Positive Environmental Footprint*

The questions in this section apply to the company in its entirety, not just its corporate offices. And if your company is a manufacturer or wholesaler, there is an additional section following this one called Manufacturing Environmental Impact which addresses the environmental inputs and outputs of your production processes.

#### Accountability

Does the company have a written environmental policy? If so, please attach your company's environmental policy.

Yes  
  No

Are environmental reviews or audits conducted at least bi-annually? If so, please attach the most recent environmental review or audit of your company.

Yes  
  No

With whom are your environmental reviews/audits shared?

Owners, Executives and Board  
 Employees  
 Broader Community Outside the Company  
 N/A

Has the company developed strategies with suppliers and business partners to reduce the environmental impact of their activities?

Yes  
  No  
  N/A

Is the company a member of an association that fosters environmentally sustainable business practices?

Yes  
  No

Section 1: Practices – Corporate Environmental Impact (Continued) + Facilities

Please state company memberships in the following environmental business associations/certifications. (For data analysis purposes only) [need help?](#)

- BSR
- CERES
- USDA Organic
- ISP 14001
- None
- Other

**Facilities:**

---

Do you lease or own the majority of your locations? (For data analysis purposes only)

- Lease
- Own
- Both
- Other

Are all sites of business activities free of regulatory problems, liabilities, or fines for environmental issues?

- Yes
- No

What percentage of facilities is located in areas that do not adversely impact local animal/plant diversity?

- None
- Some (less than 49%)
- Most (more than 50%)
- All

What percentage of the company’s facilities is LEED certified or constructed according to LEED or other green building standards? Please explain your company’s environmental efforts in facilities construction.

- None
- Some (less than 49%)
- Most (more than 50%)
- All

Does the company monitor indoor environmental quality to ensure a healthy and comfortable workspace? [need help?](#)

- Yes
- No

Does the company use substitution, recycling, or recovery to reduce material usage at offices?

- Yes
- No

What percentage of materials used for office operations comes from recycled input materials?

- 0%
- 1-25%
- 25-50%
- 51-75%
- 75%+
- Already Maximized



Section 1: Practices – Corporate Environmental Impact (Continued)

Are more than 50% of the facilities located in previously constructed buildings?

- Yes No

Are more than 50% of the facilities located near public transportation?

- Yes No

Are incentives in place to encourage employee carpooling or using public transportation to commute?

- Yes No N/A

Do policies or practices exist to minimize corporate travel through teleconferencing, telecommuting, travel planning, etc.?

- Yes No N/A

Is an annual carbon inventory of company activities conducted? need help? attach

- Yes No

What percentage of carbon inventory for facilities and travel was reduced through the purchase of certified carbon credits last year?

- 0% <10% 10-25% 25-50% >50%

What is the total amount of carbon (in pounds) that is offset annually? (For data analysis purposes only)

0

Energy Inputs

Is energy usage (electricity and natural gas) of total company activities measured annually?

- Yes No

Are policies in place to increase energy efficiency and use of renewable energies?

- Yes No

What percentage of energy (relative to company revenues) was saved in the last year due to conservation and efficiency improvements?

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

## Section 1: Practices – Corporate Environmental Impact (Continued)

What percentage of energy is used from renewable sources (not carbon credits)?

- 0%  
  1-5%  
  5-25%  
  25-50%  
  >50%

Has the company increased its percentage use of renewables annually?

- Yes  
  No  
  Already Maximized

What percentage of energy is used from renewable on-site production?

- 0%  
  <5%  
  5-25%  
  25-50%  
  >50%

### Design and Development

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Are environmental sustainability factors integrated into the design process?

- Yes  
  No  
  N/A

Are any of your products are Cradle To Cradle certified? [need help?](#)

- Yes  
  No  
  N/A

### Transportation / Distribution / Suppliers

---

What percentage of company transportation or supplier fleet uses alternative fuel or alternative vehicles? This could include vehicles with hybrid, electric or biodiesel engines.

- 0%  
  1-10%  
  10-25%  
  >25%

Are policies and practices in place to minimize fuel usage for company or supplier fleet such as strategic route planning software, training in fuel efficient techniques, etc?

- Yes  
  No  
  N/A

Are there policies which increase the percentage of freight / shipping via lower impact transportation (e.g., avoidance of shipments by air transport)?

- Yes  
  No

Are the majority of company suppliers environmentally reviewed or audited?

- Yes  
  No

**Manufacturing Environmental Impact** – *Move Toward Positive Environmental Footprint*

**General (Policy/Auditing):**

Does the company conduct a periodic Life Cycle Assessment of its products? need help?

- Yes  No

Does the company conduct an audit of all materials used in its product and manufacturing process? need help?

- Yes  No  N/A

**Inputs: Materials**

Does the company conduct an audit of all materials and their toxicity?

- Yes  No  N/A

Is there a bi-annual per unit reduction of toxic materials, with a target of zero use?

- Yes  No  Already Maximized  N/A

Has the % of post-consumer recycled materials in product (including packaging) increased bi-annually?

- Yes  No  Already Maximized  N/A

Has the % of sustainable materials (100% naturally sourced and sustainably harvested/collected) in product (including packaging) been increased bi-annually?

- Yes  No  Already Maximized  N/A

By what % has the product (including packaging) been source-reduced bi-annually?

- 0%  1 - 4%  5 - 9%  10%+  Don't Know  N/A

Has the % of recyclable or biodegradable materials in product (including packaging) been increased bi-annually? need help?

- Yes  No  Already Maximized  N/A

**Inputs: Water**

Is water use for all company activities measured annually?

- Yes  No  N/A

Is there a bi-annual per unit reduction of water use?

- Yes  No  Already Maximized  N/A

## Section 1: Practices – Manufacturing Environmental Impact (Continued)

Is the % of water harvested on site or recycled increased bi-annually? need help?

- Yes
  No
  Already Maximized
  N/A

Is the % of non-potable water use increased bi-annually?

- Yes
  No
  Already Maximized
  N/A

### Outputs: Emissions

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Have you identified the three most prevalent greenhouse gas emissions resulting from company activities and are they measured annually? need help?

- Yes
  No
  N/A

Has the company identified the three most prevalent ozone-depleting substances resulting from company activities and are they measured annually? need help?

- Yes
  No
  N/A

Are other toxic air emissions measured annually? need help?

- Yes
  No
  N/A

Are toxic water emissions measured annually?

- Yes
  No
  N/A

Are initiatives in place to decrease greenhouse gas, ozone depleting, toxic air, and/or toxic water emissions?

- Yes
  No
  N/A

Is there a bi-annual per unit reduction of greenhouse gas emissions?

- Yes
  No
  Already Maximized
  N/A

Is there a bi-annual per unit reduction of the use and emissions of ozone depleting substances?

- Yes
  No
  Already Maximized
  N/A

Is there a bi-annual per unit reduction of toxic air emissions?

- Yes
  No
  Already Maximized
  N/A

Is there a bi-annual per unit reduction of toxic water emissions?

- Yes
  No
  Already Maximized
  N/A

**Outputs: Waste**

**Is the waste production of total company activities measured and monitored annually?**

- Yes  No

**Is there a bi-annual per unit reduction of hazardous waste?**

- Yes  No  Already Maximized  N/A

**Is there a bi-annual per unit reduction of non-hazardous waste?**

- Yes  No  Already Maximized  N/A

**Is there a bi-annual per unit reduction of universal waste?**

- Yes  No  Already Maximized  N/A

**Is there an active reclamation project to recycle end products?**

- Yes  No  N/A

**Do you have any other environmentally sensitive manufacturing practices in place that were not asked in the above section of the survey? Please attach.**

2

*Provide Opportunity to Previously Excluded Populations*

**Leadership:**

**Is there a policy for the active recruitment of people from previously excluded populations? We define previously excluded populations as women, ethnic minorities, people with disabilities, and/or individuals from low income households.** [need help?](#) [attach](#)

- Yes  No

**What % of management are from previously excluded populations?**

- 0%  1-20%  20-29%  30-39%  40% +

**What % of the members of your Board of Directors are from previously excluded populations?**

- 0%  1-20%  20-29%  30-39%  40% +

Section 1: Provide Opportunity to Previously Excluded Populations (Continued)

**Employee Diversity**

---

What percentage of employees is women?

- 0%   
  <30%   
  30-39%   
  40-49%   
  50%+

Does the percentage of ethnic minorities employed in your company equal or exceed the percentage of ethnic minorities in your metro area?

- Yes   
  No   
  N/A

What percentage of employees resides in low-income communities? need help?

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

What percentage of employees is people with disabilities?

- 0%   
  1-4%   
  5-10%   
  >10%

**Supplier Diversity**

---

Is there a policy for the active recruitment of women or ethnic minority owned suppliers? Please attach supplier recruitment policy.

- Yes   
  No   
  N/A

What % of suppliers is majority owned by women or ethnic minorities?

- 0%   
  <20%   
  20-29%   
  30-39%   
  40% +   
  Don't Know

**Community Impact**

---

What percentage of your employee base works in an Enterprise Zone or other federal or state designation for a low-income community? need help?

- 0%   
  1-10%   
  10-25%   
  25-50%   
  >50%   
  N/A

What percentage of your employee base works in low-income communities that are not designated as such by the government?

- 0%   
  <10%   
  10-14%   
  15-25%   
  >25%   
  N/A

What percentage of your suppliers is located in low-income communities?

- 0%   
  <10%   
  10-14%   
  15-25%   
  >25%   
  N/A

## Engage in Community Service

### Civic Engagement: Policy

Is there a Community Service Policy?

- Yes  No

Is there direct employee involvement in implementation and management of the Community Service Policy?

- Yes  No

Are there programs in place to encourage and facilitate employees to volunteer in their communities?

- Yes  No

Are employees allowed paid or non-paid time-off hours for community service?

- Yes  No

Are there company wide service days?

- Yes  No

Does the company have a policy that allows paid time for employees to vote in elections?

- Yes  No

Are suppliers and customers actively encouraged to participate in the company's Service Mission?

- Yes  No  N/A

### Civic Engagement: Practices

What percentage of employees take time off for community service last year?

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

What percentage of employees participated in company wide community service days last year?

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

Is the company publicly affiliated or partnered with one or several service / charitable organizations?

- Yes  No

If so, please describe the affiliation here.



Section 1: Engage in Community Service (Continued)

**Are volunteer hours measured and reported annually?**

**Yes**

**No**

**What is the total number of volunteer hours donated for last year? (For data analysis purposes only)**

o

*continue to Section 2: Profits >*

## Section 2: Profits

This section focuses on the financial benefits of your company and how they are shared. The main question is: does your company distribute its profits in a beneficial way, to employees, owners, or the larger community? The main areas of inquiry include employee compensation and benefits, ownership, and charitable giving.

### Compensate Employees Fairly

#### Compensation:

Is a living wage paid to all full-time and part-time employees?

- Yes  No

How does the company's compensation structure compare to that of the industry in terms of percentile category (i.e., what percentage of companies' compensation structures are below yours)?

- 0%  1-49%  50-62%  63-75%  >75%  Don't Know

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

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

What percentage of net profits is included in Employee Profit Sharing Plan / Bonus Plan?

- 0%  1-5%  6-14%  >15%

Have you conducted, acquired or referenced a compensation survey of your industry in the last three years?

- Yes  No

#### Cash Benefits

Is there an Employee Retirement Plan (e.g., Pension, 401k) available for all full-time, tenured employees?

- Yes  No

Is the Retirement Plan partially/fully funded by the Company?

- Yes  No  N/A

Is health insurance offered to all full-time employees and their families?

- Yes  No

What % of health insurance premiums is paid by the company for individual coverage (full-time employees)?

- 0%  1-49%  50-69%  70-79%  80%+  100%

What % of health insurance premiums is paid by the company for family coverage (full-time employees)?

- 0%  1-49%  50-69%  70-79%  80%+  100%

## Section 2: Profits – Compensate Employees Fairly (Continued)

Is dental insurance offered to all full-time employees and paid for by the company?

Yes  No

Is life insurance offered to all full-time employees and paid for by the company?

Yes  No

Is there a Flexible Spending / Medical Spending / Child Care plan?

Yes  No

Does the company offer Domestic Partner Benefits?

Yes  No

Does the company offer short-term disability paid by employer to all full-time employees?

Yes  No

Does the company offer long-term disability paid by employer to all full-time employees?

Yes  No

Is severance equal to 2 months or greater with benefits for all full-time tenured employees?

Yes  No

Does the company have a sick policy of 1 week or greater for all full-time employees?

Yes  No

Is there a vacation plan for full-time, tenured employees? If so, how many weeks do they accrue annually?

0 weeks  1 week  2 weeks  3 weeks  4 weeks+

Does the company offer family and medical leave time for all employees that exceeds the requirements of the Family and Medical Leave Act?

Yes  No

How many weeks of paid maternity leave are offered to full-time employees?

None  Some, up to 2 weeks  3-5 weeks  6 weeks +

How many weeks of paid paternity leave are offered to full-time employees?

0 weeks  1 week  2 weeks  3 weeks  4 weeks+



## Distribute Wealth through Broad Ownership

### Employee Ownership:

What % of full-time employees owns stock, stock equivalents (any form of company ownership) or stock options in the company?

- 0%
- 1-25%
- 25-50%
- >50%

What % of the company is set aside for the employee compensation plan?

- 0%
- 1-10%
- 10-25%
- >25%

What % of the company is owned by non-executive management?

- 0%
- 1-10%
- 10-25%
- >25%

### Investor Base

What % of the company is owned by non-accredited investors (including insiders or employees)?

- 0%
- <5%
- 5-25%
- 25-50%
- >50%

What % of the company is owned by a non-profit organization?

- 0%
- <5%
- 5-25%
- 25-50%
- >50%

## Support your Community through Charitable Giving

### Charitable Giving:

What % of Net Profits is given to charitable organizations?

- 0%
- 1-4%
- 5-9%
- 10-50%
- >50%

Which organizations do you support? (For data analysis purposes only)

Kipp, city year

*continue to Section 3: Products >*

### Section 3: Products

This section focuses on benefits that inherently accrue to your stakeholders through the use of your products and services. It includes three areas: what you produce, how it is produced and who your target customer is.

#### Deliver Beneficial Products or Services

Does your Company deliver beneficial products or services? The main distinction we draw is between what you produce and how you produce it. These questions refer to the actual product or service itself, not the method by which it was produced.

**Please list the types of products and/or services that your company produces.**

Footwear

**How do these products or services, through their usage, inherently create benefit for your customers?**

**By promoting economic equality for individuals**

- as a primary benefit (e.g. charter school, job training, educational software, textbooks, credit services, health insurance)
- as a secondary benefit (e.g. educational toys)
- no inherent product benefit in this area

**By promoting economic equality for communities**

- as a primary benefit (e.g. water delivery systems, community banks, low income housing, urban planning/architecture)
- as a secondary benefit (e.g. YMCA, local summer camps)
- no inherent product benefit in this area

**By preserving the environment**

- as a primary benefit (e.g., renewable energy, recycling technology, green building)
- as a secondary benefit (e.g., biodegradable cups, recycled paper, sustainable timber baseball bats)
- no inherent product benefit in this area

**By improving health**

- as a primary benefit (e.g. disease prevention or cure, such as AIDS or other vaccines, cancer clinics)
- as a secondary benefit (e.g. organic food, mountain bikes)
- no inherent product benefit in this area

**By promoting the arts, sciences or the advancement of knowledge**

- as a primary benefit (e.g. privately-owned museums, theaters, research labs, space exploration companies)
- as a secondary benefit (e.g. talent agent, art dealer, auction house, theater equipment producer, set designer)
- no inherent product benefit in this area

Section 3: Products: - Deliver Beneficial Products or Services (Continued) + Use Beneficial Methods of Production

**By increasing the flow of capital to purpose-driven enterprises**

- as a primary benefit (e.g. fundraising for purpose-driven enterprises, double bottom line investment fund)
- as a secondary benefit (e.g. consulting to purpose-driven enterprises, ad agency for for purpose-driven companies)
- no inherent product benefit in this area

**Other: Please specify, and attach a description of beneficial product or service.**

- creates primary benefit in this area
- creates secondary benefit in this area
- no inherent product benefit in this area

**What percentage of your total company revenues in your last fiscal year was generated by providing the above inherently beneficial product/services to your customers?**

Please fill in percentage. (If you answered “No” to all of the above questions, please enter “0”).

*Use Beneficial Methods of Production*

---

Does the company use a beneficial method of production to deliver its products or services? This question refers to the method of production, not the actual product or service itself. Here we are concerned with how the product or service is produced, not what is being produced.

Products or services that have been produced using fair trade principles, and/or through environmentally sustainable practices create benefit as a result of their method of production. Companies that have locally sourced products or locally serviced customers (within 50 miles of company’s primary location) or hire from underserved communities also qualify as using a beneficial method of production.

**What types of beneficial methods of production or service delivery does your company use?**

**Methods of production or service delivery that promote economic equality for individuals (e.g., hiring from underserved communities)**

- Yes
- No

**Methods of production or service delivery that promote economic equality for communities (e.g., community-focused local businesses, fair trade suppliers, code of conduct audited factories, business models that are built around a developing world community)**

- Yes
- No

**Methods of production or service delivery that preserve the environment (e.g., environmentally sustainable production, adhering to green building codes, cradle-to-cradle certified production)**

- Yes
- No



Section 3: Products: - Use Beneficial Methods of Production (Continued) + Target Underserved Populations

**Methods of production or service delivery that improve health**

Yes  No

**Methods of production or service delivery that increase the flow of capital to purpose-driven enterprises (e.g., partnerships with local nonprofits, charitable giving programs)**

Yes  No

**Other: Please specify, and attach a description of beneficial methods of production or service delivery**

Yes  No

**What percentage of your total company revenues in the last fiscal year was generated by using the inherently beneficial methods of production you checked above?**

Please fill in percentage. (If you answered No to all of the above questions, please enter "0").

0

*Target Underserved Populations*

Does the company use a beneficial method of production to deliver its products or services? This question refers to the method of production, not the actual product or service itself. Here we are concerned with how the product or service is produced, not what is being produced.

Products or services that have been produced using fair trade principles, and/or through environmentally sustainable practices create benefit as a result of their method of production. Companies that have locally sourced products or locally serviced customers (within 50 miles of company's primary location) or hire from underserved communities also qualify as using a beneficial method of production.

**Which underserved populations does your product or service specifically target?** [need help?](#)

**Low-income households in U.S.**

Yes  No

**Low-income households, outside US (e.g., "Bottom of the Pyramid" customers)**

Yes  No

**Women**

Yes  No

**Ethnic minorities**

Yes  No

**People with disabilities**

Yes  No



Section 3: Products: - Target Underserved Populations (Continued)

**Others: do you have another underserved group that you serve? If so, please attach info on how you target and serve them.** [need help?](#) [attach](#)

Yes

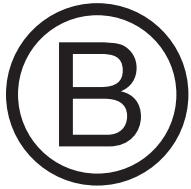
No

**What percentage of your total company revenues in the last fiscal year was generated by delivering beneficial products or services to the underserved populations you checked above?**

**Please fill in percentage. (If you answered No to all of the above questions, please enter "0").**

0

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## The B Ratings System: WEIGHTINGS VERSION 1.0

The following weightings are for companies with 30+ Employees. There are several other weightings charts available at bcorporation.net for companies with 5-29 Employees, 1-4 Employees, and 0 Employees.

3 Major Categories	Manufacturing/ Wholesale	Transportation/ Distribution	Service
<b>Practices</b>	<b>100 pts</b>	<b>100 pts</b>	<b>100 pts</b>
<b>Profits</b>	<b>50 pts</b>	<b>50 pts</b>	<b>50 pts</b>
<b>Products</b>	<b>50 pts</b>	<b>50 pts</b>	<b>50 pts</b>
<b>Bonus Points</b>	<b>+10 pts</b>	<b>+10 pts</b>	<b>+10 pts</b>
<b>Totals</b>	<b>210 pts</b>	<b>210 pts</b>	<b>210 pts</b>
	Manufacturing/ Wholesale	Transportation/ Distribution	Service
<b>Practices</b>	<b>100 pts</b> <small>(47.6% OF TOTAL)</small>	<b>100 pts</b> <small>(47.6% OF TOTAL)</small>	<b>100 pts</b> <small>(47.6% OF TOTAL)</small>
<b>Governance</b>	<b>10 PTS</b> <small>(10% OF PRACTICES)</small>	<b>17.5 PTS</b> <small>(17.5% OF PRACTICES)</small>	<b>20 PTS</b> <small>(20% OF PRACTICES)</small>
<b>Mission</b>	<b>3.3 PTS</b>	<b>5.8 PTS</b>	<b>6.6 PTS</b>
<b>Transparency &amp; Reporting</b>	<b>3.3 PTS</b>	<b>5.8 PTS</b>	<b>6.6 PTS</b>
<b>Accountability - Board</b>	<b>1.6 PTS</b>	<b>2.9 PTS</b>	<b>3.3 PTS</b>
<b>Accountability - Other</b>	<b>1.6 PTS</b>	<b>2.9 PTS</b>	<b>3.3 PTS</b>
<b>Employees</b>	<b>10 PTS</b> <small>(10% OF PRACTICES)</small>	<b>17.5 PTS</b> <small>(17.5% OF PRACTICES)</small>	<b>20 PTS</b> <small>(20% OF PRACTICES)</small>
<b>Communication</b>	<b>2.5 PTS</b>	<b>4.37 PTS</b>	<b>6 PTS</b>
<b>Training/Continuing Education</b>	<b>2.5 PTS</b>	<b>4.37 PTS</b>	<b>6 PTS</b>
<b>Job Flexibility/Corporate Culture</b>	<b>2.5 PTS</b>	<b>4.37 PTS</b>	<b>6 PTS</b>
<b>Accessibility</b>	<b>1.25 PTS</b>	<b>4.37 PTS</b>	<b>2 PTS</b>
<b>Safety</b>	<b>1.25 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>

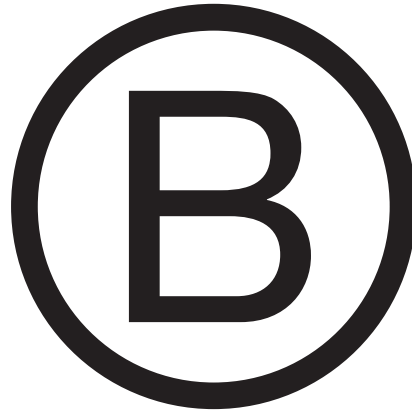
# The B Ratings System: WEIGHTINGS VERSION 1.0

	Manufacturing/ Wholesale	Transportation/ Distribution	Service
<b>Practices</b>	<b>100 pts</b> (47.6% OF TOTAL)	<b>100 pts</b> (47.6% OF TOTAL)	<b>100 pts</b> (47.6% OF TOTAL)
<b>Suppliers</b>	<b>10 PTS</b> (10% OF PRACTICES)	<b>0 PTS</b> (17.5% OF PRACTICES)	<b>0 PTS</b> (20% OF PRACTICES)
<b>Accountability</b>	<b>3.3 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Partnership</b>	<b>3.3 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Quality Assurance</b>	<b>3.3 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Employees</b>	<b>7.5 PTS</b> (7.5% OF PRACTICES)	<b>13.1 PTS</b> (17.5% OF PRACTICES)	<b>15 PTS</b> (15% OF PRACTICES)
<b>Local Involvement</b>	<b>7.5 PTS</b>	<b>13.12 PTS</b>	<b>15 PTS</b>
<b>Corporate Environmental Impact</b>	<b>26 PTS</b> (26% OF PRACTICES)	<b>30 PTS</b> (30% OF PRACTICES)	<b>20 PTS</b> (20% OF PRACTICES)
<b>Accountability</b>	<b>4 PTS</b>	<b>4 PTS</b>	<b>6.66 PTS</b>
<b>Facilities</b>	<b>4 PTS</b>	<b>4 PTS</b>	<b>6.66 PTS</b>
<b>Energy Inputs</b>	<b>6 PTS</b>	<b>6 PTS</b>	<b>6.66 PTS</b>
<b>Design and Development</b>	<b>6 PTS</b>	<b>6 PTS</b>	<b>0 PTS</b>
<b>Transportation / Distribution /     Suppliers</b>	<b>6 PTS</b>	<b>10 PTS</b>	<b>0 PTS</b>
<b>Manufacturing Environmental Impact</b>	<b>7.5 PTS</b> (7.5% OF PRACTICES)	<b>13.1 PTS</b> (30% OF PRACTICES)	<b>15 PTS</b> (15% OF PRACTICES)
<b>General (Policy/Auditing)</b>	<b>4 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Inputs: Materials</b>	<b>4 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Inputs: Water</b>	<b>4 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Outputs: Emissions</b>	<b>6 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Outputs: Waste</b>	<b>6 PTS</b>	<b>0 PTS</b>	<b>0 PTS</b>
<b>Provide Opportunity to Previously Excluded Populations</b>	<b>7.5 PTS</b> (7.5% OF PRACTICES)	<b>13.1 PTS</b> (30% OF PRACTICES)	<b>15 PTS</b> (15% OF PRACTICES)
<b>Leadership</b>	<b>1.87 PTS</b>	<b>3.28 PTS</b>	<b>3.75 PTS</b>
<b>Employee Diversity</b>	<b>1.87 PTS</b>	<b>3.28 PTS</b>	<b>3.75 PTS</b>
<b>Supplier Diversity</b>	<b>1.87 PTS</b>	<b>3.28 PTS</b>	<b>3.75 PTS</b>
<b>Community Impact</b>	<b>1.87 PTS</b>	<b>3.28 PTS</b>	<b>3.75 PTS</b>
<b>Engage in Community Service</b>	<b>5 PTS</b> (5% OF PRACTICES)	<b>8.8 PTS</b> (8.8% OF PRACTICES)	<b>10 PTS</b> (10% OF PRACTICES)
<b>Civic Engagement: Policy</b>	<b>2.5 PTS</b>	<b>4.37 PTS</b>	<b>5 PTS</b>
<b>Civic Engagement: Practices</b>	<b>2.5 PTS</b>	<b>4.37 PTS</b>	<b>5 PTS</b>

# The B Ratings System: WEIGHTINGS VERSION 1.0

	Manufacturing/ Wholesale	Transportation/ Distribution	Service
<b>Profits</b>	<b>60 pts</b> (28.6% OF TOTAL)	<b>60 pts</b> (28.6% OF TOTAL)	<b>60 pts</b> (28.6% OF TOTAL)
<b>Compensate Employees Fairly</b>	<b>25 PTS</b> (41.7% OF PROFITS)	<b>25 PTS</b> (41.7% OF PROFITS)	<b>25 PTS</b> (41.7% OF PROFITS)
<b>Compensation</b>	12.5 PTS	12.5 PTS	12.5 PTS
<b>Cash Benefits</b>	12.5 PTS	12.5 PTS	12.5 PTS
<b>Distribute Wealth through Broad Ownership</b>	<b>15 PTS</b> (25% OF PROFITS)	<b>15 PTS</b> (25% OF PROFITS)	<b>15 PTS</b> (25% OF PROFITS)
<b>Employee Ownership</b>	10 PTS	10 PTS	10 PTS
<b>Investor Base</b>	5 PTS	5 PTS	5 PTS
<b>Support your Community through Charitable Giving</b>	<b>20 PTS</b> (33.3% OF PROFITS)	<b>20 PTS</b> (33.3% OF PROFITS)	<b>20 PTS</b> (33.3% OF PROFITS)
<b>Charitable Giving</b>	20 PTS	20 PTS	20 PTS
<b>Products</b>	<b>50 pts</b> (23.8% OF TOTAL)	<b>50 pts</b> (23.8% OF TOTAL)	<b>50 pts</b> (23.8% OF TOTAL)
<b>Deliver Beneficial Products or Services</b>	<b>20 PTS</b> (40% OF PRODUCTS)	<b>20 PTS</b> (40% OF PRODUCTS)	<b>20 PTS</b> (40% OF PRODUCTS)
Does your Company deliver beneficial products or services? The main distinction we draw is between what you produce and how you produce it. These questions refer to the actual product or service itself, not the method by which it was produced.	0.001 PTS	0.001 PTS	0.001 PTS
How do these products or services, through their usage, inherently create benefit for your customers?	0.001 PTS	0.001 PTS	0.001 PTS
What percentage of your total company revenues in your last fiscal year was generated by providing the above inherently beneficial product/services to your customers?	20 PTS	20 PTS	20 PTS
<b>Use Beneficial Methods of Production</b>	<b>20 PTS</b> (40% OF PRODUCTS)	<b>20 PTS</b> (40% OF PRODUCTS)	<b>20 PTS</b> (40% OF PRODUCTS)
What types of beneficial methods of production or service delivery does your company use?	0.001 PTS	0.001 PTS	0.001 PTS
What percentage of your total company revenues in the last fiscal year was generated by using the inherently beneficial methods of production you checked above?	20 PTS	20 PTS	20 PTS
<b>Use Beneficial Methods of Production</b>	<b>10 PTS</b> (20% OF PRODUCTS)	<b>10 PTS</b> (20% OF PRODUCTS)	<b>10 PTS</b> (20% OF PRODUCTS)
Which underserved populations does your product or service specifically target?	0.001 PTS	0.001 PTS	0.001 PTS
What percentage of your total company revenues in the last fiscal year was generated by delivering beneficial products or services to the underserved populations you checked above?	10 PTS	10 PTS	10 PTS

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