

Annual Report of
Metis Consulting Group, Inc.
under
Business Corporation Law Section 1708

Preparer and Filing Receipt Recipient:

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Process and Rationale: Third-Party Standard

Metis Consulting Group, Inc. chose B Lab's *B Impact Assessment*, a free, comprehensive, and transparent tool for assessing overall corporate social and environment performance, as its third-party standard. Metis Consulting Group, Inc. exceeded B Lab's assessment requirements, earning its credentials as a certified B-Corp.

Metis Consulting Group Inc.'s 2019 Public Benefit Activities and Impact

Metis Consulting Group, Inc. pursued general public benefit in fiscal year 2019 in the following ways:

- Goal: Created and implemented social and environmental screening policies used for a majority of Metis Consulting Group Inc.'s significant suppliers, in alignment with United Nations' 2030 Sustainable Development Goals.
 - *Impact: Metis Consulting Group, Inc. now formally vets and tracks supply chains to increase spend with businesses who are certified as environmentally sustainable and/or as owned and operated by traditionally underserved populations increases the flow of capital to businesses that serve the public benefit.*
- Goal: Establish standards, implement policies, and train team members to increase accessibility of Metis Consulting Group Inc.'s products and/or marketing materials more inclusive or accessible.
 - *Impact: Implemented EDI policy in Metis Consulting Group, Inc.'s marketing and communications materials; conducted team training on plain language standards and web accessibility; audited and updated web site to reflect W3C WAI accessibility standards. As a result of these efforts, prospective employees with disabilities are better able to navigate, apply, and feel encouraged to join the workforce with the knowledge that their individual needs will be honored and respected.*
- Goal: In 2019, commit to formal auditing and certification as disabled-owned business supporting both the disabled community at large, as well as employees/prospective employees with disabilities, in addition to increasing support for and hiring of individuals from chronically underemployed populations.
 - *Impact: Metis Consulting Group, Inc. began the certification process as a disabled-owned business through the Disability Inclusion Network, due to be completed in 2020. Metis Consulting Group, Inc. also established formal programs to support disabled employees, their families (including caretakers), and the disability community at large through paid conscious stress reduction time and formal sponsorships (monetary and volunteer time) of local organizations like David's Refuge, which supports caregiving families.*
 - *As a result of our formal policies and community engagement efforts, 43.75% of Metis Consulting Group Inc.'s workforce in 2019 self-identified as individuals from chronically underemployed demographic groups (i.e., women, minority/previously excluded populations, people with disabilities, and/or individuals living in low-income communities,) and donated more than*

400 hours of volunteer time in support of diversity, equity, and inclusion initiatives and community programs.

- Goal: Increase Metis Consulting Group Inc’s company-sponsored volunteer time, regularly promote company-sponsored volunteer opportunities, and include formal volunteer goals for employees in their annual performance reviews.
 - *Impact: Following up on a commitment in 2018 to sponsor at least 12 hours per year, per employee of volunteer time, Metis Consulting Group, Inc. significantly increased its paid volunteer to more than 40 hours per capita in 2019.*
 - *Metis Consulting Group, Inc. sponsored a wide range of paid group and individual volunteer opportunities, including blood drives, food pantry stocking, community clean-ups, civic planning, climate action, technical mentoring for women and minorities from economically distressed communities, board membership for non-profits addressing food insecurity, caregiver support, higher education, and medical research, and founding membership and in-kind services for a non-profit dedicated to advancing economic, racial, environmental, and social justice and a world where women are equally represented in positions of power and influence.*
- Provided in-kind consulting services to non-profit organizations such as Food Bank of Central New York, The Better Bones Foundation, and to B-Lab working groups advancing environmental sustainability and equity, diversity, and inclusion.
 - *Providing in-kind consulting services such as IT, management, and HR consulting support improves organizational governance, research, and retention efforts in service of their nonprofit/501(c)3 mandates and the betterment of the communities they serve.*

Metis Consulting Group, Inc.’s 2019 Public Benefit Alignment with Certificate of Incorporation’s Stated Purpose

Metis Consulting Group, Inc. met the standards set forth in its statement of purpose regarding benefit corporation status via the following measures (no commitment to a specific benefit beyond an audited, transparent certification review process for general public/employee benefit):

- Met or exceeded B-Corp Impact Assessment performance measures and certification requirements
 - *Certification via the B-Impact Assessment improved corporate governance and revealed opportunities for improved public benefit.*
- Documented performance measures and improvements for independent third-party auditing
 - *After identifying areas for improvement, made specific commitments to improvement benchmarks according to the same independent third-party standards used to measure public benefit.*
- Made performance measures and improvement results transparent and public.
 - *Completed improvement commitments and made results public via an impact report that shared industry data freely to encourage wide adoption of socially responsible business practices.*

Circumstances Hindering Creation of General or Specific Public Benefit

None.

Third-Party Assessment Adherence and Consistency of Application

In 2019, Metis Consulting Group, Inc. met the standards set forth in its statement of purpose regarding benefit corporation status relative to third-party standards in the following ways:

- Met or exceeded B-Corp performance and certification measures, and was recognized by B-Lab, a third-party governing body, as a “2019 Best for the World B-Corp” in two categories: “Workers” and “Community”.
- Met or exceeded B-Corp performance improvement measures via the B-Lab Inclusive Economy Challenge, earning recognition as a “2019 Inclusive Economy Challenge ChangeMaker.”

Ownership Stake

Metis Consulting Group, Inc. owner/shareholders’ ownership stake in 2019:

- Aimee Koval, President; 50% Ownership Stake
- Jim Jurista, CTO; 50% Ownership Stake