

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, recertifying as a top-scoring certified B-Corp. Metis Consulting Group, Inc. is also a certified Disability Owned Business Enterprise (DOBE) via the Disability Inclusion Network in support of its Justice, Equity, Diversity, and Inclusion (JEDI) programs goals.

## **Metis Consulting Group Inc. 2024 Public Benefit Activities and Impact**

Metis Consulting Group, Inc. pursued general public benefit in fiscal year 2024, as follows.

### *Fiscal Stewardship and Governance*

- Metis Consulting Group, Inc. renewed its triennial certification as a certified B Corp in 2023, scoring 159.2 on B Lab's third-party audited B Impact Assessment. A minimum score of 80 is required for certification.
- Metis Consulting Group, Inc. maintained its certification as an economically disadvantaged woman-owned business enterprise via the Women's Business Enterprise National Council (WBENC) and the Small Business Administration (SBA) in 2024.
- Metis Consulting Group, Inc. maintained certification as a Disability Owned Business Enterprise (DOBE) and certified as a Woman-Owned Small Business (WOSB), opening up opportunities for preferred supplier designations to develop new business while also supporting the needs of employees with disabilities and caregiving responsibilities.
- In total, Metis Consulting Group, Inc. contributed 4% of its 2024 profits in cash donations, in addition to equipment and in-kind services, to charitable causes.

### *Justice, Diversity, Equity, and Inclusion + Social Impact Innovation*

- Forty-four percent of the Metis Consulting Group Inc. workforce are from chronically-underemployed populations.
- Metis Consulting Group, Inc. provided teamwide training and mentoring opportunities that included ethical AI, data governance, and sustainable business leadership conferences.
- Metis Consulting Group, Inc. was invited and attended as a WBENC-sponsored exhibitor at the WBENC AI and CyberSecurity Summit in New York City in June of 2024.
- Guest lecturer on social entrepreneurship at the Quinlan School of Business at Loyola University
- Contributor at the U.N. General Assembly Science Summit, including sessions on the Gender Digital Divide
- Attended the 2024 B Corp Champions Retreat, collaborating there and throughout the year with follow B Corps and B Lab to review and advance future certification standards and improvements.
- Advised and provided technical training to the ERIE 21 program, created "to address two of the major challenges facing this region...First, it will help develop a homegrown talent pool to make an impact on the critical shortage of software developers, analysts, engineers and

cybersecurity experts needed for existing jobs and also to attract new businesses to Central New York. Second, it will begin to address the plague of poverty - particularly the inordinately high incidence among blacks and Latinos in the City of Syracuse - by introducing coding and computer skills to students at a young age at a time when it will engage them and spark an interest in possible careers." <https://www.lemoyne.edu/News/News-Article/ArticleId/246>

### *Employee Engagement and Support*

- Metis Consulting Group, Inc. dedicated more than 20% of its total workforce hours to team training, mentoring, and professional development (14%), as well as individually-tailored, company-sponsored volunteer opportunities (6%) in 2024.
- Metis Consulting Group, Inc. provided personalized technical and professional training and mentoring opportunities to all team members throughout the year, including advanced team communications training and individual coaching with fellow certified B Corp, Habitus, Inc.
- In addition to the paid professional development, mentoring, and volunteer opportunities available to all employees, Metis Consulting Group, Inc. employees took an average of 16.5% of their total required hours as paid time off (sick, planned, and enhanced paid family leave) and personal (discretionary) time for workweek flexibility.

### *Community Impact*

The Metis Consulting Group, Inc. mission is to build thoughtful business technology solutions supported by stakeholder-driven, sustainable practices that drive positive social change. In addition to the programs and practices described and quantified above, Metis Consulting Group, Inc. fulfilled its social mission through volunteerism and social impact advocacy through a broad range of activities throughout the year, sponsoring time for every employee to make their own personal impact. Volunteer activities for our team of 17 in 2024 included:

- Board of Elections poll monitoring
- Get-Out-the-Vote initiative volunteerism and postcard-writing
- Municipal volunteerism and board advisory services at the Village of Manlius, where Metis Consulting Group, Inc. is located
- Financial sponsorship, office space sponsorship, and Board advisory services for of David's Refuge
- Food pantry volunteer time
- CNY Gay 5K sponsorship and 5k team fundraising and event participation
- Volunteer grant reader participation at the New England Grass Roots Environment Fund (<https://grassrootsfund.org/>)
- Volunteered program design, workforce development, and training time to Erie 21 (<https://www.lemoyne.edu/Values/In-the-Community/ERIE21>)
- Organized a volunteer clean-up day The Haven at Skanda animal sanctuary (<https://www.thehavenatskanda.org/>)
- Executive membership on the CenterState CEO Government Relations Committee
- Took part in lobbying efforts representing New York Businesses for Climate Justice
- In-kind donations of products and services to [Buffalo String Works](#)
- In-kind donations of products and services to the Buffalo Homeless Task Force

- Collaborated with CenterState CEO on regional STEM initiatives, including a Green CHIPS grant proposal and development of an Innovation Hub workshop series

### **Metis Consulting Group, Inc. 2024 Public Benefit Alignment with Certificate of Incorporation 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 all 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 2024, 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 all B Lab audit requirements, receiving a recertification score of 159.2 on the B Impact Assessment.
- Met all audit requirements and received certification as a Disability Owned Business Enterprise (DOBE) via the Disability Inclusion Network. (Certification valid through August 2024.)
- Certified as a woman-owned small business (WOSB) via the SBA and as a Woman-Owned Business Enterprise (WBE) via the WBENC.

### **Ownership Stake**

Metis Consulting Group, Inc. ownership stake in 2024:

- Aimee Koval, President; 51% Ownership Stake
- Jim Jurista, CTO; 49% Ownership Stake