
Untapped Potential Inc

Service with Minor Environmental Footprint

0 Employees

2017-01-01

Full Impact Assessment

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- Positive social/environmental impact is desirable but not a particular focus for our business.
 - Social and environmental impact is frequently considered but it isn't a high priority.
 - We consider social and environmental impact in some aspects of our business but infrequently.
 - We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
 - We treat our social/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: 1 of 1

Does your company have a corporate mission statement, and does it include any of the following?

Please check all that apply.

- No written statement
 - A written corporate mission statement that does not include a social or environmental commitment
 - A general commitment to social and/or environmental responsibility and stewardship
 - 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 to landfill with upcycled products)
 - A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)
-

Mission Statement Points Earned: 0 of 0

Please type or paste your mission statement here.

Untapped Potential removes barriers for professional returners who opted out of the workforce to care for their families. It impacts the gender equity in the workplace, the wage gap and the motherhood penalty. At the same time it influences the diversity in the workplace and work-life balance over a career span. Our curated mid-career internships critical return women to senior roles.

Board Review of Social/Environmental Performance Points Earned: 2 of 2

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

- Yes
 - No
 - N/A - No Board of Directors or equivalent governing body
-

Stakeholder Engagement Points Earned: 1 of 1

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Check all that apply.

- No formal stakeholder engagement
 - Annual stakeholder meeting
 - Online stakeholder forum to provide/report social or environmental concerns or feedback
 - Meetings or other engagement mechanisms with local community members
 - Meetings or other engagement mechanisms with social or environmental advocacy groups
 - Community/environmental representation on an advisory board.
 - Third party or anonymous surveys about social/environmental performance
 - Other (please describe)
-

Social/Environmental Key Performance Indicators Points Earned: 2 of 2

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 don't track key social or environmental performance indicators
 - 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.)
-

Corporate Accountability

Governance Structures Points Earned: 0.4 of 0.7

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

The answer to this question affects questions you'll encounter further on in your assessment.

- Owner/Manager only
 - Non-Fiduciary Advisory Board
 - Board of Directors or Equivalent
-

Governing Body Characteristics Points Earned: 1.5 of 1.5

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- Meets at least twice annually
 - Includes at least 1 independent member
 - Oversees executive compensation
 - Company is a co-op and elects Board from membership
 - None of the Above
 - N/A - no Board of Directors or equivalent
-

Governing Body Stakeholder Representation Points Earned: 0.2 of 0.7

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- Executive employee representative
- Non-executive employee representative
- Community expertise (e.g. local university representative)
- Environmental expertise (e.g. environmental nonprofits)
- Customers
- None of the above
- N/A - no Board of Directors or other governing body

Transparency

Reviewed / Audited Financials Points Earned: 2 of 2

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

- Yes
- No

Impact Reporting Points Earned: 0.3 of 2

Does the company publicly share information on its social and/or environmental performance? If so, how?

- No public reporting on social or environmental performance
- Specific quantifiable social and/or environmental indicators or outcomes are made public
- Company sets public targets and shares progress to those targets
- Information is shared/updated annually
- Information is presented in a formal report that allows comparison to previous time periods
- Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated the information shared
- Impact reporting is integrated with financial reporting

Client Protection Warranty Points Earned: 0 of 1

Is your product or service covered by a written consumer warranty or client protection policy?

- Yes
- No

Public Feedback Channel Points Earned: 0.5 of 1

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions, or file complaints?

- No
- Yes, there is a mechanism for feedback to be sent only privately to company
- Yes, there is a mechanism where feedback is made transparent to the public

Governance Metrics

Last Fiscal Year Points Earned: 0 of 0

On what date did your last fiscal year end?

2016-12-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0

Total Earned Revenue
From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your assessment.

31754

Revenue Year Before Last Points Earned: 0 of 0

Total Earned Revenue
From the fiscal year before last

0

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

9365

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

0

Net Income Last Year Points Earned: 0 of 0

Net Income
From the last fiscal year

8300

Net Income Year Before Last Points Earned: 0 of 0

Net Income
From the fiscal year before last

0

Mission Locked

Mission Lock Points Earned: 0 of 10

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
 - Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
 - Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
 - Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
 - Other - Please describe
 - None of the above
-

Community

Diversity & Inclusion

Ownership Diversity Points Earned: 3.6 of 3.6

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

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

Nonprofit Ownership Points Earned: 0 of 3.6

What % of the company is owned by the following groups?

Nonprofit organization(s)

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

Non-accredited Investor Ownership Points Earned: 3.6 of 3.6

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

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

Female Ownership Points Earned: 0 of 0

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

100

Low-income Ownership Points Earned: 0 of 0

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Board of Directors Diversity Points Earned: 3.6 of 3.6

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

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

Female Directors Points Earned: 0 of 0

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women
80

Directors from Low-income Communities Points Earned: 0 of 0

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

Minority Directors Points Earned: 0 of 0

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations
20

Directors from Underrepresented Populations Points Earned: 0 of 0

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)
40

Supplier Ownership Diversity Points Earned: 3.6 of 3.6

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?

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

Supplier Diversity Policy Points Earned: 1.8 of 1.8

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- Yes
 - No
 - N/A: Such policies are illegal in my country of operations
-

Civic Engagement & Giving

Community Service Policy Points Earned: 2.5 of 3.6

Does the following apply to the company's charitable giving and civic engagement in policy or in practice?

- Statement on the intended social or environmental impact of company's charitable contributions
- Cash and in-kind donations (excluding political causes)
- Community service and pro bono service
- Formal donations commitment (e.g. 1% for the planet)
- Other (please describe)
- None of the above

Total Amount of Volunteer Service Hours Points Earned: 0 of 0

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year.

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Volunteer Service Per Capita Points Earned: 7.1 of 7.1

What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- 0%
- .1-.9% of time
- 1-2.4% of time
- 2.5-5% of time
- >5% of time
- Don't know / not monitored

Total Amount of Charitable Donations Points Earned: 0 of 0

Total amount (in currency terms) donated to registered charities in the last fiscal year.

Report with the currency specified in "Reporting currency" for this metric.

% of Revenue Donated Points Earned: 8.6 of 14.3

What was the equivalent % of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- No donations last FY
- 0.1-0.4% of revenues
- 0.5-1% of revenues
- 1.1-2.4% of revenues
- 2.5-5% of revenues
- 5%+ of revenues
- Don't know

Charitable Organizations Supported Points Earned: 0 of 0

Which organizations does your company support?

YWCA. reSET, Women of Innovation

Local Involvement

Geographic Structure and Scope Points Earned: 0 of 0

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.

UP works out of a co-working space in Hartford intended to rejuvenate an inner city. By bringing employees into the community from the suburbs, we support the local economy. In addition, we enable flexible work which supports women caring for their families.

Spending on Local Suppliers Points Earned: 0 of 9

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

- <20%
- 20-39%
- 40-59%
- 60%+
- Don't know

Impactful Banking Services Points Earned: 0 of 9

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- A certified CDFI or national equivalent social investment organization
- A Certified B Corporation
- A member of the Global Alliance for Banking on Values
- A cooperative bank or credit union
- A local bank committed to serving the community
- An independently owned bank
- None of the above

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0

Please select the types of companies that represent your Significant Suppliers:

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

- Product Manufacturers
- Professional Service Firms (Consulting, Legal, Accounting)
- Independent Contractors
- Marketing/Advertising
- Office Supplies
- Benefits Providers
- Technology
- Raw materials
- Farms
- Other

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

Does your company screen and/or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

Supplier Screen Topics Points Earned: 3 of 3

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

Supplier Evaluation Practices Points Earned: 2.2 of 3

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- Company visits a majority of Significant Suppliers on-site

Independent Contractor Practices Points Earned: 3 of 3

Which of the following describe your relationships with all your company's independent contractors?

- Formal routine process for independent contractors to receive post-project/contract performance feedback
- Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
- Independent contractors are paid a living wage (when 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

Revenue from Certified Products Points Earned: 0 of 3

What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.

- 0%
- 1-9%
- 10-24%
- 25-74%
- 75-99%
- 100%
- Don't know
- N/A

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- A community-focused business model that supports and builds the economic vitality of local communities
- None of the above

Local Economic Development

Local Community Based Business Points Earned: 0 of 0

Is your company a community based business, focused on serving your local economy?

- Yes
 No

Local Practices Points Earned: 0 of 0

If yes, please indicate which of the following statements below are true.

Take note of the number of statements that are true as you will be prompted to provide it in the following question.

- More than 75% of the company's ownership is located locally to at least 2/3 of the workforce
- Company's headquarters or main production facility is located locally to where 75% of end product is used
- More than 75% of the company's significant suppliers are independent companies located locally to the company's headquarters or relevant production facilities
- More than 50% of the company's significant suppliers are independent companies located locally to where the end product is used
- More than 50% of company's raw materials (in dollar value) are grown or harvested within 200mi / 322km of where the end product is used
- The company banks with a local and independent institution or a local institution that has at least 50% of their loans/deposits coming from or to local sources (within 3 states if in The U.S. and within 300km if in another country)
- The company contributes 5% of profits or more to local charities

Local Practices Summary Points Earned: 10.7 of 13.3

How many of the previous statements in the previous question are true about your business?

- 3 or fewer of the 7 previous statements
- 4 of the 7 previous statements
- 5 of the 7 previous statements
- 6 of the 7 previous statements
- 7 of the 7 previous statements

Purchases From Local Suppliers Points Earned: 0 of 0

During the last fiscal year, how much did your company source (in currency terms) from local, independent suppliers?

15841

Selling to Local Customers Points Earned: 0 of 0

During the last fiscal year, how much in revenues was generated through sales to local consumers?

1450

Verification of Local Development Points Earned: 0 of 0.6

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- We have a track record of successful, verified positive outcomes and have created case studies based on these.
- There is secondary research that supports the link between our type of product and the stated outcome.
- We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- Our product is too early stage to have research or studies that link our product to positive outcomes
- We cannot provide verification of our outcomes at this time.
- We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact

Efficacy of Local Business Model Points Earned: 0 of 0.6

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- Yes
 No
 N/A - No direct research conducted

Negative Impact Management Points Earned: 0 of 0.6

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- Yes
 No

Innovative Local Business Model Points Earned: 0 of 0

Is there something different or innovative about the company's approach to local economic development that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations?

Please explain.

UP is unique in that it re-engages underutilized high caliber talent to add value to local business and our economy. This was unique at inception. Now, other start ups have entered the market but our mid-career internship or Flex-Return Product is rare.

Environment

Environment Introduction

Type of Facilities Points Earned: 0 of 0

What kind of facilities does your business primarily operate in?

The answer to this question affects questions you'll encounter further on in your assessment.

- Company owned office space
 Leased office space
 Co-working Space
 Virtual/ Home Offices

Land, Office, Plant (Virtual Office)

Virtual Office Stewardship Points Earned: 6 of 8

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

- There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
 Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
 Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
 Employees are provided with a list of environmentally preferred vendors for office supplies
 None of the above

Inputs

Monitoring Energy Usage Points Earned: 1 of 1

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

- 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 usage and have met specific reduction targets during the last fiscal year

Monitoring Water Usage Points Earned: 1 of 1

Does your company monitor, record and/or report its water usage?

- We do not currently monitor and record our usage
- We monitor and record usage (no reduction targets)
- We monitor and record usage, and have specific reduction targets
- We monitor usage and have met specific reduction targets during the last fiscal year

Total Energy Use Points Earned: 0 of 0

Total energy used (Gigajoules) during the last 12 months:

1

Total Renewable Energy Use Points Earned: 0 of 0

Total energy used from renewable resources (Gigajoules) during the last 12 months:

6761

Total Water Use Points Earned: 0 of 0

Total water use (liters) during the last 12 months

1000

Low Impact Renewable Energy Use Points Earned: 1.6 of 2

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

Include electricity and other energy consumption from heating, hot water, etc.

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

Increasing Renewable Energy Points Earned: 1 of 1

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- Yes
- No
- Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 0 of 1

For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year?

- Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- Other (please specify)
- None of the above
- N/A - We utilize virtual office

Water Conservation Practices Points Earned: 0 of 1

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- Low-flow faucets/taps, toilets/urinals, showerheads
- Grey-water usage for irrigation
- Low-volume irrigation
- Harvest rainwater
- Other (please describe)
- None
- N/A: My company has a virtual office

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 2.5

Please select the option that best describe how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors emissions and has specific reduction targets
- Company monitors emissions and has met specific reduction targets during the reporting period
- Eliminated emissions of this by-product entirely
- N/A

Total Waste Disposed Points Earned: 0 of 0

Waste Disposed (metric tonnes) during the last 12 months

0

Total Waste Recycled Points Earned: 0 of 0

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

0

Total Scope 1 GHGs Points Earned: 0 of 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: 0 of 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: 0 of 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Hazardous Waste Disposal Points Earned: 2.5 of 2.5

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- 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

Customers

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0

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

The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

Customer Products & Services Introduction

Positive Impact of Product/Service Points Earned: 0 of 0

How would you describe the positive outcome for customers created by your product/service?

The positive outcome for our Candidates is re-engagement in the workplace at a high caliber level. Positive outcome for our Clients his high quality talent that would otherwise be sidelined for the remainder of their career.

Beneficial Product Type Points Earned: 0 of 0

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects questions you'll encounter further on in your assessment.

- Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, educational tools, games and software)
- Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit accounting services)
- Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
- Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
- None of the above

Total Customer Individuals Points Earned: 0 of 0

Total Number of Customers
Individuals:

120

Total Customer Organizations Points Earned: 0 of 0

Total Number of Customers
Organizations:

20

Education

Education Product/Service Overview Points Earned: 0 of 0

Please tell us more about how your product or service promotes education or professional development and advancement.

By engaging sidelined talent with events, coaching, on-line learning and curated mid-career internships, they receive professional development and advancement.

Education Product/Service Description Points Earned: 0 of 0

Which of the following product or service descriptions best fit your company?

The answer to this question affects questions you'll encounter further on in your assessment.

- Products/services offer or promote access to general knowledge (e.g. books, generalized information)
- Products/services support education or education/professional development initiatives (e.g. educational toys, grading software)
- Products/services provide ongoing professional development and advancement of knowledge (training programs for professionals, service learning, textbooks, specialized research or scientific journals)
- Products/ services provide essential educational credentials and academic development (primary or secondary school, accredited trade schools and career training, etc.)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Individuals Served Points Earned: 0 of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Individuals

35

Households Served Points Earned: 0 of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Households

20

Communities Served Points Earned: 0 of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Communities

3

Organizations Served Points Earned: 0 of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Businesses/Non-Profits

2

Governments Served Points Earned: 0 of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Governments

0

Duration of Education Program Points Earned: 0 of 0

If relevant, provide the average length in number of days of your education program. Provide a brief description on how you calculated this.

150 days. Our mid-career internship is 3 months and we have a 8 week course that prior.

Client Tracking Methods Points Earned: 0 of 0

Please provide a brief description of how you track your customer/client/beneficiary figures.

Candidates matched to Clients. # of conversions or other regaining of part or full time engagement post Flex-Return

Revenues from Education Points Earned: 0 of 0

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

31754

Verification of Education Points Earned: 1.7 of 1.7

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- We have a track record of successful verified positive outcomes and have created case studies based on these.
- There is secondary research that supports the link between our type of product and the stated outcome.
- We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- Our product is too early stage to have research or studies that link our product to positive outcomes
- We cannot provide verification of our outcomes at this time.

Efficacy of Education Product/Service Points Earned: 1.7 of 1.7

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- Yes
- No
- NA

Innovative Educational Product/Service Points Earned: 0 of 0

Is there something different or innovative about the company's education product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?

UP is unique in that it curates mid-career internships to deliver high-caliber flexible work opportunities for highly educated professional women that opted out as care-givers. It was unique upon inception. Other offerings differ but came in last 6mos.

Negative Impact Management Points Earned: 1.7 of 1.7

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- Yes
- No

Serving In Need Populations

Impact on Underserved Populations Points Earned: 0 of 0

Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?

- Yes
- No

Underserved Beneficiaries Overview Points Earned: 0 of 0

Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.

Educated Professional Women suffering barriers to work-re-entry following childcare.

Underserved Beneficiary Types Points Earned: 0 of 0

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations that serve the underserved, which of the following populations are your client's beneficiaries?

Select the option that most accurately reflects the majority of underserved beneficiaries. The answer to this question affects questions you'll encounter further on in your assessment.

- Low income, poor, or very poor
 - Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals
 - Individuals who are not underserved in your product/service category (do not continue)
-

Impact on Underserved Populations Description Points Earned: 0 of 0

Which of the following best describes how your product/service benefits underserved populations previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

- My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to serve their underserved target population (ex. marketing or accounting services for a social service agency)
 - My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
 - My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed address challenges of teaching low income students)
 - My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for that underserved)
-

Low-Income Communities Served Points Earned: 0 of 0

If relevant, select which of the following impoverished communities your company serves:

Low Income

- Urban
 - Rural
 - Peri-urban
-

Poor Communities Served Points Earned: 0 of 0

If relevant, select which of the following impoverished communities your company serves:

Poor

- Urban
 - Rural
 - Peri-urban
-

Very Poor Communities Served Points Earned: 0 of 0

If relevant, select which of the following impoverished communities your company serves:

Very poor

- Urban
 - Rural
 - Peri-urban
-

Underserved Group Demographics Points Earned: 0 of 0

If relevant, which of the following beneficiary groups is your product/service targeting?

Not all beneficiary populations are themselves under-served groups.

- Young children (younger than 5 years old)
- Children and adolescents (5 years of age or older but younger than 18)
- Adults
- Elderly/older adults
- Persons with disabilities
- Minority/previously excluded populations
- Women
- Pregnant women
- Other at risk populations
- None of the above

Underserved Client Tracking Points Earned: 0 of 0

Which of the following statements are true about your in-need customers/ clients?

- Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date
- Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
- Don't know - we don't sell direct to customers/clients

Revenue from Serving In Need Populations Points Earned: 0 of 0

How much revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)?

1145

% of Customers In-need Points Earned: 0 of 0

What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year.

The answer to this question affects questions you'll encounter further on in your assessment.

100

In-Need Individuals Served Points Earned: 0 of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Individuals

24

Underserved Households Points Earned: 0 of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Households

120

In-Need Communities Served Points Earned: 0 of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Communities

4

In-need Organizations Served Points Earned: 0 of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Businesses/Non-Profits

25

Underserved Government Entities Points Earned: 0 of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Governments

0

Client Tracking Methods Points Earned: 0 of 0

Please provide a brief description of how you track your customer/client/beneficiary figures.

We track beneficiary figures by the # of women impacted. Women gaining confidence, skills and network contacts to re-enter the workforce either through our support group or our Flex>Returns.

Increasing Accessibility for Underserved Groups Points Earned: 0.9 of 1.8

Which of the following products/services attributes assist in targeting the previously selected underserved communities:

- Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase
- Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offering lower/subsidized pricing for low income clients/customers
- Product/service pricing model includes transparent pricing for all customers
- Vendor provides training on safe use and/or maintenance of the product/service
- These product/service attributes do not apply to our company (Skip the remainder of this section)

Innovative Practices to Increase Accessibility Points Earned: 0 of 0

Use the field below to describe any innovative technology, distribution or pricing models selected previously.

UP is a technology platform to bring unengaged talent and Clients together. We use new technology tools to support, vet and educate Candidates. The Candidates are paid during the Flex-Return Engagement at local businesses (Clients).

Poor Clients Served Points Earned: 0 of 0

If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.

Individuals

Low-Income Households Served Points Earned: 0 of 0

If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.

Households

Percent of Beneficiaries Poor or Very Poor Points Earned: 0 of 14.4

What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day?

Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.

Revenue Products Benefiting Bottom of Pyramid Points Earned: 0 of 0

How much revenue is generated through sale to clients/customers that live on less than \$2/day?

0

Disclosure Questionnaire

Disclosure Industries

Illegal Product/Activity Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- Yes
 No
-

Gambling Points Earned: 0 of 0

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

- Yes
 No
-

Internationally Banned Pharmaceuticals Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Pharmaceuticals subject to international phase-outs or bans

- Yes
 No
-

Involved In Payday Lending Points Earned: 0 of 0

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

- Yes
 No
-

Disclosure Pornography Points Earned: 0 of 0

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

- Yes
 No
-

Disclosure Wildlife Regulated Under CITES Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

- Yes
 No
-

Company Explanation Of Disclosure Item Flags Points Earned: 0 of 0

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

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply.

Disclosure Practices

No formal Registration Under Domestic Regulations Points Earned: 0 of 0

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 domestic regulations

- Yes
 No
-

Tax Reduction Through Corporate Shells Points Earned: 0 of 0

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 has reduced or minimized taxes through the use of corporate shells or structural means

- Yes
 No
-

Facilities located in sensitive ecosystems Points Earned: 0 of 0

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 workers are prisoners Points Earned: 0 of 0

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
-

Conduct Business in Conflict Zones Points Earned: 0 of 0

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 exploitatively operates in conflict zones

- Yes
 No
-

Employs Individuals on Zero-Hour Contracts Points Earned: 0 of 0

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
-

Company Explanation Of Disclosure Item Flags Points Earned: 0 of 0

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

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply.

Disclosure Outcomes

On-Site Fatality Points Earned: 0 of 0

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 an operational or on-the-job fatality

- Yes
- No

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0

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 sites have experienced accidental discharges to air, land or water of hazardous substances

- Yes
- No

Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0

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 facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- Yes
- No

Material Litigation Points Earned: 0 of 0

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".

Material litigation or arbitration against company

- Yes
- No

Company has filed for bankruptcy Points Earned: 0 of 0

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

Material Breaches of Confidential Information Points Earned: 0 of 0

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 material breaches of individual's confidential information

- Yes
- No

Company Explanation Of Disclosure Item Flags Points Earned: 0 of 0

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

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply.

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0

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.

Diversity and equal opportunity

- Yes
 No

Penalties Assessed For Environmental Issues Points Earned: 0 of 0

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 issues

- Yes
 No

Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0

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.

Financial reporting

- Yes
 No

International Affairs Penalties Points Earned: 0 of 0

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.

Geographic operations or international affairs

- Yes
 No

Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0

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.

Investments or Loans

- Yes
 No

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

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 issues (internal and supply chain)

- Yes
 No

Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0

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.

Marketing

- Yes
 No

Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0

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.

Political contributions

- Yes
 No

Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0

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.

Taxes

- Yes
 No

Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0

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.

Bribery, fraud or corruption

- Yes
 No

Company Explanation Of Disclosure Item Flags Points Earned: 0 of 0

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply.

Supplier Disclosure

Workers Under the Age of 15 Points Earned: 0 of 0

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

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)

- Yes
 No
 Don't Know

Workers Who are Prisoners Points Earned: 0 of 0

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

Significant suppliers use any workers who are prisoners

- Yes
 No
 Don't Know

Operational Fatality Points Earned: 0 of 0

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

Significant Suppliers have had an operational or on-the-job fatality

- Yes
 No
 Don't Know

Accidental Hazardous Substances Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- Yes
 - No
 - Don't Know
-

Resettlement or Economic Displacement Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- Yes
 - No
 - Don't Know
-

Land Acquisition Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land acquisition

- Yes
 - No
 - Don't Know
-

Land Conversion or Degradation Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- Yes
 - No
 - Don't Know
-

Construction or Refurbishment of Dams Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- Yes
 - No
 - Don't Know
-

Material Fines or Sanctions Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- Yes
 - No
 - Don't Know
-

Business in Conflict Zones Points Earned: 0 of 0

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

- True
 - False
 - Don't Know
-

Other Disclosures

Other Disclosures Points Earned: 0 of 0

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

Does not apply.
