



Praxis Consulting Group

2016 BENEFIT REPORT

Created from the 2016 B Impact Assessment on the version designed for:
Service companies, 10-49 employees, Developed Markets - U.S.

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Thank you for your interest in Praxis Consulting Group's 2016 Benefit Report.

Praxis Consulting Group is a legally-incorporated benefit corporation in the state of PA¹. A benefit corporation is a corporation that has voluntarily met the highest standards of corporate purpose, accountability, and transparency. Benefit corporations have a corporate purpose to create a material positive impact on society and the environment, have expanded the fiduciary duty of their directors to include consideration of stakeholder interests, and are required to report on their overall social and environmental performance.

In this report you will find:

- B Impact Report: a quantitative summary of this company's overall social and environmental performance assessed against the third party standard B Impact Assessment (BIA) in relation to each key stakeholder group and as compared to certain benchmarks
- Benefit Report Narrative: a set of narrative responses to questions required by the benefit corporation statute, including a discussion of why this benefit corporation chose the BIA as their reporting and impact management tool
- B Impact Assessment: answers to each BIA question assessing the company's positive impact on its workers, community, customers, and the environment

If you have any questions about benefit reports or benefit corporations generally, please visit benefitcorp.net or email thelab@bcorporation.net.

¹Benefit corporations (or benefit LLCs) are different from Certified B Corporations (aka B Corps). The most important difference from the perspective of a reader of this report is that benefit corporations, unlike Certified B Corporations, are not required to have their performance validated or certified by a third party.

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2016 B Impact Report

	Company's Points	Ordinary Businesses** UNVERIFIED	B Corps*** CERTIFIED
Overall B Impact Score	106 pts	51 pts****	97 pts****
Governance	16	6	14
Corporate Accountability	1	3	10
Transparency	5	3	4
Workers	48	20	26
Compensation, Benefits & Training	19	15	17
Worker Ownership	7	1	3
Work Environment	2	4	5
Community	19	15	44
Community Practices	18	10	20
Suppliers & Distributors	1	2	4
Local Involvement	4	3	6
Diversity	4	1	3
Job Creation	4	1	2
Civic Engagement & Giving	5	2	5
Customers	17	5	18
Consumer Products & Services	17	5	18
Serving Those In Need	2	N/A	N/A
Products or Services	N/A	N/A	N/A
Environment	6	6	13
Environmental Products & Services	N/A	2	8
Environmental Practices	6	N/A	N/A
Land, Office, Plant	2	3	5
Inputs	3	1	3
Outputs	1	1	1
Suppliers & Transportation	N/A	0	3

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** Median score of Ordinary Businesses that have completed the B Impact Assessment (BIA).

*** Median scores of all Certified B Corporations that have received a minimum certified score of 80 on the BIA.

**** For Ordinary Businesses and Certified B Corps, Total B Impact Scores will not equal the sum of the sub-scores since each reflects a median score.

Benefit Report Narrative

Benefit corporation statutes require a benefit report to include narrative responses to a specific set of questions. Below are our responses to those statutory questions.

Praxis Consulting Group selected the B Impact Assessment (BIA) as the third party standard to prepare this benefit report because it is the most widely-used impact measurement and management tool in the world. It is used by more than 30,00 businesses to measure, compare, and improve their overall social and environmental performance, as well as by an increasing number of investors, business associations, and government entities serious about understanding and benchmarking the impact of the companies in which they invest and with which they do business. The BIA is governed by the nonprofit B Lab and meets the statutory requirement that a third party standard must be comprehensive, credible, transparent, and independent. More information about the BIA and B Lab is available at bimpactassessment.net.

Describe the ways in which the benefit corporation pursued general public benefit during the year and the extent to which general public benefit was created.

Praxis delivered:

- Board Development/Governance, Strategic Planning, Succession Planning, Coaching and Leadership Development services to twenty-three nonprofit organizations.
- Leadership Development programs, Executive Assessment services and Employee Ownership Education and Communications, to hundreds of employees at forty-two employee-owned companies.
- Coaching and leadership training programs for clinical directors in a large regional home healthcare system.

If applicable, describe the ways in which the benefit corporation pursued a specific public benefit that the articles of incorporation state it is the purpose of the benefit corporation to create and the extent the specific public benefit was created.

n/a

Describe any circumstances that have hindered the creation by the benefit corporation of general public benefit or specific public benefit this period.

Lower revenues in 2016 meant less profit to share and fewer \$ available for charitable giving.

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Describe the process and rationale for selecting the third party standard used to prepare the benefit report

The 3rd party standard that we have chosen to use is the B Corp assessment developed and administered by B Lab. We underwent our 4th consecutive certification from the nonprofit 3rd party organization B Lab in 2016 and achieved a score such that we now are in the top 10% of certified B Corps in terms of both our overall assessment score and our score in the subcategory related to Workers. We were thrilled to be honored by B Corp on their Best for the World list for 2016 in the Overall and Employee practices subcategory.

If applicable, provide an explanation for changing the third-party standard used to prepare the benefit report.

n/a

If applicable, provide a statement of any connection between the organization that established the third-party standard, or its directors, officers or material owners, and the benefit corporation or its directors, officers or material shareholders, including any financial or governance relationship which might materially affect the credibility of the use of the third-party standard.

n/a

In this benefit report, was assessment of the overall social and environmental performance of the benefit corporation against a third-party standard applied consistently with any application of that standard in prior benefit reports?

- NA- This is the company's first benefit report
- No
- Yes

If a difference exists in the application of the standard from prior benefit reports, provide an explanation of the reasons for it.

Provide the name of the benefit director and the benefit officer, if any, and the addresses to which correspondence to each of them may be directed. Note: some states do not mandate that a Benefit Director or Benefit Officer exist, so this question may not apply. You can find more information about the requirements of individual states here: <http://benefitcorp.net/sites/default/files/Benefit%20Corporations%20Chart.pdf>

Benefit Director: Name	Alix Rabin
Benefit Director: Address	Praxis Consulting Group, Inc. 9 W. Highland Ave. Philadelphia, PA 19118
Benefit Officer: Name	
Benefit Officer: Address	

If applicable, provide a statement from the benefit director or the board of directors as to whether the benefit corporation acted in accordance with its general, and any named specific, public benefit purpose, and whether directors complied with their duty to consider the impact of decisions on stakeholders, and if in the opinion of the benefit director or board of directors they did not, a description of the ways in which they did not comply.

In the opinion of the benefit director, the benefit corporation acted in accordance with its general and any specific public benefit purpose in all material respects during the period covered by this report.