2018 SPC Report

Milepost Consulting was founded as a mission driven organization in 2006 and registered as a Social Purpose Corporation (SPC) in the State of Washington in 2017.

The SPC purpose of Milepost Consulting is to create a material, positive impact on society and the environment, taken as a whole, from the business and operations of the Company. Milepost Consulting will promote positive, long-term social and environmental effects on the corporation's employees and customers. These activities will be conducted in a manner that considers the interests of all our stakeholders while promoting positive, long-term social and environmental outcomes.

This SPC governance model creates a solid foundation for Milepost's long-term mission alignment and value creation by making additional commitments to higher standards of purpose, accountability and transparency. As a SPC we are better able to maintain mission as we scale, enjoy more flexibility when evaluating future strategic options, and are better prepared to lead a mission-driven life. Milepost is also a certified B-Corporation and has been since 2010.

Employees

In 2018 Milepost had 7 full time employees and 5 part time employees. 69% of those employees were women including the CEO. The high to low pay ratio for full time workers was 2.3 to 1. We pride ourselves with having no difference in compensation between genders and Milepost wages are significantly above geographical living wages.

Milepost benefits for full time workers include:

- 4 weeks of paid vacation
- 2 weeks of paid sick time and holiday pay
- Health insurance, dental, vision and disability (Regular part time workers are eligible for full benefits at 20 hours a week)
- 40 hours of paid volunteer time
- 401k program with a 100% employer match up to 4% of income (Part time workers are eligible)
- Flex-time and telecommuting.

Financial Health

In 2018 Milepost had a total revenue of 1.57 million dollars and a net revenue of $80,494. Total expenses were 1.43 million dollars. The breakdown of expenses is shown in the table below. Noteworthy expenses for 2018 include:

- $79,185 (5.5% of expenses) was paid out to employees in the form of quarterly and year end bonuses.
- $28,100 (1.9% of expenses) was paid out to shareholders.

- Payroll and benefits make up over 75% of all company expenses.

A key financial objective in 2018 which Milepost achieved was to generate sufficient operating profit to include shareholders in the allocation of profit, consistent with our belief that financial sustainability means all stakeholders, including taxcollectors, benefit from the for-profit business model of Milepost Consulting.

2018 P&L	Q1	Q2	Q3	Q4	Total
Income	100.0%	100.0%	100.0%	100.0%	100.0%
Expenses					
Payroll & Benefits	77.3%	68.4%	72.1%	81.7%	75.5%
G&A	2.1%	1.3%	2.8%	2.4%	2.2%
Travel	4.4%	3.8%	6.0%	2.2%	3.9%
Rent	4.1%	3.7%	3.8%	2.5%	3.4%
Legal & Professional Fees	4.2%	6.8%	6.5%	4.9%	5.5%
Taxes	1.5%	3.2%	1.3%	0.3%	1.4%
Sub Contractors	1.7%	5.9%	1.7%	2.7%	2.9%
Conference Fees	1.0%	1.1%	1.0%	0.2%	0.8%
Interest	0.3%	0.2%	0.2%	0.9%	0.4%
Total Expenses	92.3%	90.4%	94.0%	101.0%	94.8%
Net Income	7.7%	9.6%	6.0%	-1.0%	5.2%

GHG Emissions

Our calculated emissions are 57 metric tonnes CO_2e which are slightly up from 56 metric tonnes in 2017. Our scope 1 emissions make up only 3% or 1.67 tonnes CO_2e down from 9% in 2017. These include emissions due to office supplies such as printing and paper.

Scope 3 emissions were the most significant part of our overall footprint. Of these, 43.6 metric tonnes of CO_2e were emitted due to travel (77% of total calculated emissions), of which 37 tonnes were due to air travel, the rest from hotel stays and rental car use. Business travel emissions are equivalent to 0.028 kg CO_2e/dollar of revenue, slightly down from 2017 and a trend we see as encouraging as we implement more virtual meetings and online events.

Office related emissions (heat, cooling, water and waste) emitted 21%, or 11.7 tonnes of CO_2e, of our calculated emissions[1] up from 5.3 tonnes in 2017. Office related emissions are up from 2017 in part due to calculation changes (likely incomplete reporting in 2017) and also because there were more employees occupying the Nashville office in 2018. Tennessee has a high emission factor for electricity which partly explains this increase.

Due to difficulty in obtaining data from our shared office space in Seattle and Nashville, we calculated emissions based on per person occupancy of an average office building in those two cities, amounting to an average of 4 people in Nashville and 3 people in Seattle. Calculated using http://www.carbonfund.org/business-calculator/