

YIKES

web design and development

Annual Benefit Report

Prepared for: PA Benefit Corporation Requirement

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YIKES, INC.

COMPANY

Co-Founder Statement

“At YIKES, Inc. we believe that business can change the world for the better. We are dedicated to building a more socially, environmentally, and financially sustainable local economy. Being a Benefit Corporation allows us to prove commitment to our values and beliefs as a business.” - Mia Levesque, Co-Founder of YIKES, Inc.

Overview

On January 22, 2013, YIKES, Inc. became one of the first Pennsylvania Benefit Corporations, an excellent beginning to 2013.

YIKES, Inc. is a Philadelphia-based, full-service, web design and development company. YIKES builds smart, effective, creative web solutions for businesses and non-profit organizations. We pride ourselves on outstanding quality and unsurpassed customer service.

For 18 years YIKES has been observing the triple bottom-line philosophy of people, planet, profit. YIKES is committed to making positive societal changes through our business practices and ethics.



Mia Levesque, Mayor Michael A. Nutter, Tracy Levesque



With Kevin Dow, Chief Operating Officer and Deputy Director of Commerce

YIKES is proud to have earned B Corporation Certification in 2010 and is a member and sponsor of the Sustainable Business Network of Greater Philadelphia, since 2003.

YIKES was proud to accept the “Green with Envy” award in the 2012 Citywide Storefront Challenge hosted by the Philadelphia Commerce Department and the Community Design Collaborative as part of Design Philadelphia. YIKES was honored to receive

YIKES, INC.

the 2011 B Corporation "Most Inspirational Project" Award, and was a recipient of a "Triple Bottom Line" Award at the 2005 Social Venture Institute in the service category.

Becoming a B Corporation

YIKES, Inc. is thrilled to have the opportunity to be part of the B Corporation community and share our philosophy of the power of business to do good. YIKES, Inc. has an excellent reputation for conducting its business activities with integrity, fairness, and in accordance with the highest ethical standards.

We recognize the potential to participate in creating a way for businesses to leave a positive environmental footprint and are excited to be a part of a national movement toward responsible and sustainable business practices. Being a part of a local living economy has always been a priority for YIKES, Inc. Being a Benefit Corporation further solidifies YIKES, Inc. position in the marketplace as a conscious organization. YIKES, Inc. was just recertified in March, 2014.

Certified



Corporation[®]

bcorporation.net

Putting the "Benefit" in Benefit Corporation

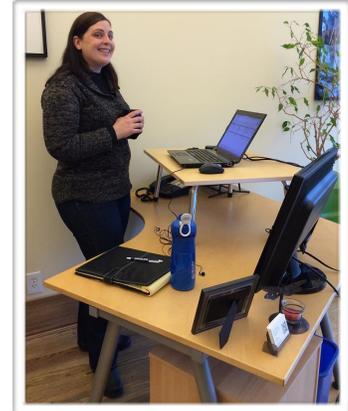
By law, Pennsylvania Benefit Corporations must produce a "material positive impact on society and the environment." The following pages detail YIKES' numerous positive impacts on people, the environment and the community in 2013.

YIKES, INC.

PEOPLE

Team

YIKES believes that employees make the company and deserve to know their worth. We believe in a strong work-life balance and provide the means for employees to meet professional and personal demands that enrich life. This includes supporting flextime. Starting employees receive 4 weeks paid vacation, 11 paid holidays, including Halloween, and 3 personal days, including birthdays off. YIKES also supports a policy of “if you are sick, stay home.”



Jodie E. Saueraker, Sales and Marketing Director using the YIKES standing desk

YIKES has Volunteer Time Off (VTO) as an added employee benefit, providing 2 paid days off per year to each employee. The purpose of this is



YIKES volunteer day at MANNA

to support activities that enhance and serve the communities where we live and work. The intention is to participate in giving back and to allow employees to share in supporting their community. At the same time, YIKES recognizes that participating in these sorts of activities enriches the lives of its employees. Over half YIKES team members volunteer their time to a variety of organizations.

Sharing Knowledge

In 2013 Tracy attended the prestigious WordCamp San Francisco as a speaker. Her popular talk on *What You Don't Know You Can Do: WordPress Development for Absolutely Everyone* exemplifies the YIKES' mission of keeping technology open and accessible. WordCamp San Francisco was an event with 1,059 general admission tickets, as well as 863 “live stream” tickets, sold.

Tracy was also asked to speak to a group of MBA students attending the Sustainability and Green Business course at the University of Delaware's Business School about her experience of running a sustainable business. Her slides from her talk, *YIKES's Adventure in Sustainability*, can be found at yikesinc.com/yikess-adventure-sustainability/

YIKES, INC.

ENVIRONMENT

Office Space

Several years prior to YIKES moving in August 2011, the buildings at 204-206 E. Girard Ave stood vacant, blighted and deteriorating. In July of 2010, YIKES owners, Tracy Levesque and Mia Levesque, purchased the buildings and in the following year they underwent a complete green renovation. A goal was set of bringing the buildings to LEED Platinum status, the highest level of certification of this green building certification system.



Tracy Levesque unveils the LEED Platinum Plaque Hanging

YIKES is excited to be a part of the revitalization of the Girard Avenue commercial corridor in Fishtown. Since its inception in 1996, YIKES has been dedicated to sustainable and green business practices. The opportunity to build and occupy a LEED Platinum certified office is a dream come true for us.

The YIKES office is also powered by 100% renewable electricity. We provide a bike rack in the front of our office and are easily accessible by several means of public transportation.

Reduce, Reuse, Recycle

YIKES is thrilled to use Bennett Compost (www.bennettcompost.com/) to help reduce the amount of waste we produce through composting. YIKES recycles not only paper and plastics, but also has an e-cycling trash container for all electronics. We print promotional materials on recycled paper with soy ink as well as “seed paper” that can be planted. The YIKES office uses green cleaning and paper products. YIKES is also a 100% Replanted office (www.replanttrees.org). YIKES donated enough to plant 25 seedlings in 2013. All these efforts allow our office staff of eight to produce only one kitchen bag of garbage per week on average.



Seed Bomb Machine

We appreciate the opportunity to help educate our clients and others in the community about sustainability. YIKES recommends “green hosting” companies such as fellow B Corps and Benefit Companies and those who use 100% wind power in their operations.

COMMUNITY

Giving Back

With our 2013 Philabundance (philabundance.org) Food Drive, YIKES helped bring awareness to the plight of hunger in our community. Not only did this provide an opportunity for our team to make a difference, but we brought the community together. Strangers who heard about our food drive through social media or flyers, stopped by our office with donations. People donated to our online food drive and our coin drive. We again want to thank all who contributed to our food drive for Philabundance. On #GivingTuesdayPHL, we collectively donated \$60 in coin collections, 197 LBS of food, and \$1,010 in our virtual food drive. We look forward to beating these numbers in 2014.



Scott Wilson, Senior Web Designer

OSTC (Opportunity Scholarship Tax Credit) Programs

The Commonwealth of Pennsylvania offers this program which allows eligible businesses to make a donation for tuition assistance in the form of scholarships to eligible students. Students who live within the attendance boundaries of a low-achieving school, as determined by the Pennsylvania Department of Education, are eligible to receive a scholarship if their household's annual income is within a certain range. Through this initiative YIKES is able to make a gift that can help a school provide scholarships for students in need. As an eligible business, our contributions are used by Opportunity Scholarship Organizations to help eligible students residing within the boundaries of a low-achieving school, to attend another public school outside of their district or nonpublic school.

Sponsorships

Every year YIKES supports local community events. In 2013, YIKES donated to the following organizations and events.

- LadyHacks (ladyhacks.org)
- Philadelphia FIGHT (fight.org)
- AIDS Fund (aidsfundphilly.org)
- NJ Special Olympics (sonj.org)
- The Kensington Kinetic Sculpture Derby (kinetickensington.org)
- Girl Develop It and Philly Tech Week Quizzo Night (www.meetup.com/Girl-Develop-It-Philadelphia/events/111227982/)
- FINS Aquatics Club (www.philadelphiafins.org)

In-Kind Services

YIKES provides free professional website design and development to a selection of small, nonprofit organizations that are providing a service to Philadelphia communities. In 2013 YIKES worked to create and maintain innovate websites for Girls Rock Philly (girlsrockphilly.org), the Philadelphia's Magic Gardens (phillymagicgardens.org) and Philly Pride.

Affiliations



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B IMPACT ASSESSMENT

The B Impact Assessment score is measured on a 200 point scale.

	YIKES Total Points	Percent Earned	Ordinary Businesses	Other Sustainable Businesses	B Corps
Overall Rating	101.9		51 pts	80 pts	97 pts
Governance	17.6	70.3%	6	10	14
Corporate Accountability	11.3	63.0%	3	6	10
Transparency	6.2	89.0%	3	3	4
Workers	33.7	67.4%	20	22	26
Compensation, Benefits & Training	20.2	67.3%	15	15	17
Worker Ownership	2.7	33.3%	1	2	3
Work Environment	8.4	100.0%	4	4	5
Community	26.5	48.1%	15	32	44
Community Products & Services	0.0		5	15	18
Serving Those In Need	4.3				
Community Practices	24.6	48.1%	10	16	20
Suppliers & Distributors	3.0	75.0%	2	4	4
Local Involvement	7.8	55.6%	3	5	6
Diversity	2.5	18.2%	1	2	3
Job Creation	1.6	53.3%	1	2	2
Civic Engagement & Giving	9.6	60.2%	2	4	5
Environment	12.2	60.8%	6	9	13
Environmental Products & Services			2	4	8
Environmental Practices	11.3	60.8%			
Land, Office, Plant	6.3	77.8%	3	4	5
Inputs	3.9	59.3%	1	2	3
Outputs	1.1	28.6%	1	1	1
Suppliers & Transportation	0.0	100.0%	0	1	3