

State of Inclusion, Inc.

Annual Accountability Report- Fiscal Year 2015

The decision was made to choose a Benefit Corporation structure for State of Inclusion, Inc. to help ensure that, as the company grows, it remains committed to doing good as part of its core mission. Consistent with that structure, State of inclusion has adopted the BCSI Standard for accountability reporting. The reference documents for this standard can be found at:

<http://www.eley.com/bcsi/>

During 2015, State of Inclusion, Inc. fully acted in accordance with its purpose in all material respects. All directors complied with Section 33-38-400.

2015 was a formation year for State of Inclusion, Inc. The overall governance, operating structure and mission of the company were established. Formal business development efforts were launched for the company including creation of an initial website, preparation of a public talk to be delivered in 2016 and development of community and prospective customer/sponsor contacts. Given the limited duration of operations in 2015 and business startup phase, a limited public benefit was directly generated. However, State of Inclusion has demonstrated preparation and progress towards delivery of a public benefit consistent with its purpose.

The following section reports compliance against the BCSI standard.

Economic Responsibility

C.1 Business Mission

Our Purpose: Provide our clients with diversity and inclusion related information and services in order to expand efforts around the world to build more inclusive communities.

Our commitment is to pursue a double bottom line approach which includes:

- Financial success and sustainability for the organization.
- Contributing at a level equal to 20% of our unrestricted profits each year to directly further designated community-based diversity and inclusion causes. This may be met through documented (1) direct cash contributions (2) donations in kind, or (3) in the form of paid time off for employees to volunteer to support our social causes.

Our Mission is to build a more inclusive world, one community at a time.

C.2 Suppliers and Vendors

Our vendor and supplier policy includes giving selection preference to minority businesses, local businesses and those who themselves demonstrate adherence to a double or triple bottom line business approach, including other benefit corporations or entities that have become B-corp certified.

C.3 Customers

During 2015, State of Inclusion, Inc. initiated business development and did not provide services to any customers. However, in all dealings with our customers, we commit to operating in a legal, fair and

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ethical fashion. We will also strive to ensure the all of the services, information and advice provided to our customers are done with the intent to improve and benefit their community.

C.4 Salary and Compensation

State of Inclusion, Inc. did not have any employees in 2015.

Environmental Responsibility

E.1 Energy Efficient Facilities and Operations

No new buildings or facilities were constructed during 2015.

The primary equipment purchased in 2015 was a computer and an Apple Macbook Pro was selected due to functionality as well as environmental commitment. Per the vendor, the MacBook Pro with Retina display is designed with the following features to reduce its environmental impact:

- Highly recyclable aluminum enclosure
- Mercury-free LED-backlit display
- Arsenic-free display glass
- BFR-free
- PVC-free⁵
- Beryllium-free
- Reduced packaging volume
- Meets ENERGY STAR 6.1 requirements
- Rated EPEAT Gold

Office facilities make extensive use of daylight lighting to conserve energy and reduce the use of electrical lighting.

A home office is used, which reduces business office footprint.

E2 Water Efficient Facilities and Operations

Interior office facilities use standard residential level water management approaches to conserve water.

Office landscaping use very limited irrigation (not scheduled), comply with all community water requirements and primarily rely on drip irrigation when irrigation is used. Plantings have been designed to be low water usage, such as reduced lawn size.

E.3 Materials and Supplies

Low impact and recycled materials are selected and used when feasible, such as with paper.

An effort is made to ensure the majority of waste produced by the operation is either recycled or composted.

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E.4 Transportation Needs Generated by Operations

A home office is used, which reduces commuting footprint.

Social Responsibility

S.1 Workforce

State of Inclusion, Inc. did not have any employees during 2015.

S.2 Workplace

Much of this section of the standard does not apply to State of Inclusion, Inc. for 2015 due to company size, number of employees and use of pre-existing facilities.

However, during 2015 State of Inclusions, Inc. remained committed to providing a safe, ergonomic and healthy environment for working and engaging with prospective clients.

For Additional Information regarding this report:

Ame Sanders, serves as Executive Director and Benefit Director. She also is the only shareholder who retains more than 5% of the outstanding shares. She can be reached for questions or comments regarding this statement at:

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There is no relation between any employees or officers and the accountability standards organization of BCSI.