**B IMPACT ASSESSMENT CRITERIA**

GOVERNANCE

* CORPORATE ACCOUNTABILITY
  + Does the company have a social or environmental commitment integrated into their mission? Is that commitment measured and tracked internally and by others?
* TRANSPARENCY
  + Are the company’s financials, ownership structure and social and environmental policies reviewed by outsiders and available to employees?
* GOVERNANCE METRICS
  + Does the company have a board of directors and board of advisors? Do they include various stakeholders in their decisions?

WORKERS

* WORKER METRICS
  + Number of full-time and part-time employees, wages paid
* COMPENSATION, BENEFITS AND TRAINING
  + Wage level and equality, health and other benefits, advancement training
* WORKER OWNERSHIP
  + % of company owned by workers
* WORK ENVIRONMENT
  + Employee/employer feedback mechanisms, employee turnover, schedule flexibility

COMMUNITY

* JOB CREATION
  + Part-time and full-time employment, employment for low-income communities
* DIVERSITY
  + Employees, owners, board of directors, suppliers
* CIVIC ENGAGEMENT AND GIVING
  + Charitable giving and community service
* LOCAL INVOLVEMENT
  + Ownership and workforce location
  + Expenses spent with local companies
  + Banking services (community banks, CDFIs, etc.)
* SUPPLIERS, DISTRIBUTORS AND PRODUCT
  + Social and environmental impact of suppliers and distributors
* PRODUCT QUALITY AND CERTIFICATION
  + % of revenue from products and services with a social or environmental certification

ENVIRONMENT

* LAND, OFFICE PLANT
  + Environmental impact of office supplies, structure and maintenance
* INPUTS
  + Energy and water usage
* OUTPUTS
  + Emissions and waste

IMPACT BUSINESS MODELS

* WORKER BUSINESS MODELS
  + Worker ownership
* COMMUNITY BUSINESS MODELS
  + Products or services provide basic services, health, education, economic empowerment, access to capital, or arts, media and the pursuit of knowledge
* COMMUNITY ENTERPRISE MODELS
  + Employing underemployed populations
  + Using small scale, fair trade and/or fair wage suppliers
  + Using microfranchise or microdistribution
  + Charitable giving models
  + Local community based business, focused on serving the local economy
* ENVIRONMENTAL BUSINESS MODELS
  + Product or service that operates on or generates renewable or cleaner energy, promotes water efficiency, reduces waste, and/or conserves land and wildlife.
  + Production practices are designed to conserve the environment across the company’s entire operations (examples(examples: retrofitting facilities to make them green/energy efficient, changing transportation/distribution to make environmentally efficient, monitoring & reducing water, waste, emissions and energy use)