



2024 SPC Report

Who We Are

Our team includes a diverse mix of technical consultants, business strategists, people experts, researchers, marketers, and creatives. We're a strategy consultancy, creative agency, and energy expert all in one.

Founded in 2006 as a mission-driven organization, Milepost has been a certified B Corporation since 2010 and a registered Social Purpose Corporation (SPC) in Washington State since 2017. In 2024, we proudly became a women-owned business, further strengthening our commitment to purpose-driven work and positive impact.

Our purpose is to create a material, positive impact on society and the environment through the business and operations of our company. We promote positive, long-term social and environmental outcomes for the company's employees and customers, conducted in a manner that considers the interests of our stakeholders.

We collaborate with organizations who share our deepest values—to do right by people and our planet by building an equitable, resilient, and lasting energy future.

The SPC governance model provides a solid foundation for Milepost's long-term mission alignment and value creation through additional commitments to higher standards of purpose, accountability, and transparency.

What We Do



**People-Centered
Program Design**



**Government &
Community Integration**



**Communications
& Creative**

Our Commitment

We are committed to creating lasting, positive impacts by prioritizing our employees, community, and environment over profit. Economic, environmental, and social priorities can and should work together—not in opposition. Building a truly sustainable and equitable energy future is no small feat, which is why we intentionally pursue projects that align with our environmental and social commitments. We take pride in partnering with organizations that share our vision for a better tomorrow.

GOVERNANCE

Milepost is led by our CEO, Samantha Hart, alongside a five-person Leadership Team, each dedicated to key areas of our business and operations.

As a proud women-led organization, we are committed to purpose-driven work while fostering an environment where our team can grow professionally and thrive personally. Our CEO reports to the Board of Directors, ensuring strong governance and strategic oversight.

100%

women-led

60%

of our Board members are women

PEOPLE

At Milepost, fostering a culture where every employee feels valued is a core priority. We ensure pay equity across genders and provide wages that exceed the living wage in each employee's geographical location. By supporting one another, we cultivate a collaborative environment that enables us to consistently deliver innovative, high-quality work for our clients.

71%

of our employees identify as women

31

employees: 27 full-time and 4 part-time

2.1:1

high to low wage ratio

352

annual paid time off hours given to full time employees

Benefits

Because we want our people to succeed personally as well as professionally, we offer the following benefits to all full-time employees:

- 160 hours of paid vacation
- 80 hours of paid sick time
- 40 hours of paid volunteer time
- 9 paid holidays
- 12 weeks of paid parental leave
- Medical, dental, and vision insurance
- Life insurance
- Short / long-term disability insurance
- 401k program with a 100% employer match of up to 4% of income
- Technology stipend
- Remote office setup reimbursement
- Flex time and remote work

PLANET

Reducing, managing, and offsetting emissions are essential steps businesses can take to minimize their environmental impact. At Milepost, business travel is our largest source of emissions, primarily driven by air miles, road travel, and hotel stays.

While we advocate for sustainable home office practices and energy efficiency in the workplace, our ability to calculate Scope 1 and 2 emissions is limited. As a primarily remote company with minimal operations in a rented shared office space, we do not have direct control over our company’s energy use. However, we remain committed to reducing our overall footprint through responsible travel choices and emissions offsetting.

31.6
metric tons of
CO₂e (Scope 3)

This is a
2%
reduction from
2023

Offsetting Our Emissions

Milepost is proud to partner with [Conservation through Research Education and Action](#) (CREA) to offset our carbon emissions from business travel. CREA is a nonprofit organization in Panama that oversees the Cocobolo Nature Reserve, a 1,000+ acre reserve home to endangered ecosystems and species. Preserving this land safeguards vital wilderness corridors and prevents habitat loss due to farmland expansion, hunting, and other landscape alterations that threaten biodiversity. The rainforests of Cocobolo serve as crucial carbon sinks, capturing and storing carbon that would otherwise be released through deforestation and land conversion. We are thrilled to support their mission to advance conservation through research, education, and direct action.

In 2024, we continued to offset our emissions in alignment with the Biden administration’s social cost of carbon, which reflects the broader societal impacts of greenhouse gas emissions. This approach accounts for the external costs of emissions—costs not currently reflected in the market price of fossil fuels and other GHG-emitting activities. While we are not required to pay this adjusted cost, doing so aligns with our core values and reinforces our commitment to climate responsibility. Milepost has offset 100% of our calculated emissions for the past 13 years.

PROSPERITY

Like any business, financial prosperity is essential for us to drive meaningful, positive change. In 2024, increased profits enabled us to invest in growth and internal tools that enhance and streamline our work, strengthening our ability to serve clients effectively.

\$4.8M

in revenue, with a
17% profit margin¹

19%

of profits given as
employee bonuses

71%

reinvested in our
business

10%

distributed to
shareholders

¹ Pre-profit distribution

At Milepost, we uphold financial transparency, shared profits, and meaningful employee involvement as core financial principles. The more we earn, the more we can reinvest in our team and company to amplify our positive impact. Our continued ability to grow while prioritizing social and environmental responsibility proves that business can be a powerful force for building a more sustainable future.

Milepost ended 2024 with a 17% profit margin – an increase that enabled us to invest in our company and employees.

Normalized P&L (Q1-Q4, 2024)

Revenue	100%
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Operating Expenses	
▪ Payroll & benefits	70%
▪ Professional fees	5%
▪ Travel expense	2%
▪ Interest	<1%
▪ G&A	6%
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Total Operating Expenses	83%
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Net Income	17%
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