



2022 SPC Report

Who We Are

Our team includes a diverse mix of technical consultants, businesses strategists, people experts, researchers, marketers, and creatives.

Founded as a mission-driven organization in 2006, Milepost has been a certified B Corporation since 2010 and a registered Social Purpose Corporation (SPC) in the State of Washington since 2017. 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, and to cocreate a more sustainable future, not just for our bottom line, but for everyone.

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



Pilot & Program Design



Program Management & Support



Marketing & Creative Services



Grant Application & Management



Sustainability Consulting

Our Commitment

We are committed to creating positive, long-term impacts by prioritizing our employees, community, and environment over earnings. Economic, environmental, and social needs do not have to be at odds. Building a truly sustainable and equitable future is no small feat. We strategically pursue projects that address our environmental and social responsibilities and are proud to support and partner with organizations invested in our shared vision for a better tomorrow.

GOVERNANCE

Milepost is led by our four-person Leadership Team, each with a distinct focus area related to our internal operations and external client work. We are proud to be a women-led organization that focuses on purpose-driven work while building up our staff to grow professionally and thrive personally. The Leadership Team is overseen by two shareholders who split ownership 50/50, and our Board of Directors.

PEOPLE

Fostering a culture where all employees feel valued is essential to Milepost. There is no difference in compensation between genders, and wages are higher than the living wage for employees' geographical locations. By leaning on each other, we effectively deliver creative, top-notch work for all our clients.

68%

of our employees
identify as women

25

employees: 22 full-
time and 3 part-time

2.9:1

high to low wage
ratio

352

annual paid time off
hours given to full
time employees

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
- Flex time and remote work

Planet

Reducing, managing, and offsetting emissions is a crucial step businesses can take to minimize their environmental impact. At Milepost, our largest source of emissions result from business travel. Travel emissions include air miles, road miles, train miles, and hotel stays.

While we advocate for sustainable office behaviors and energy efficiency in our workspace, because we primarily operate as a remote company and our shared office space is rented, we are unable to calculate our Scope 1 and 2 emissions.

13.87
metric tons of
CO_{2e} (Scope 3)

100%
of our emissions
are Scope 3

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 maintains connections to wilderness corridors and protects from the conversion of this habitat to farmland, hunting, and other drastic landscape changes that negatively affect biodiversity in the area. The rainforests across Cocobolo act as carbon sinks, storing carbon that would otherwise be released when processed for forestry products or converted to other land use. We are excited to help further their mission to enhance conservation through research, education, and actions.

In 2022, we continued to offset our emissions in alignment with the federal administration's [social cost of carbon](#). The social cost of carbon accounts for the negative impacts of emissions not currently covered by the price people pay for fossil fuels and other GHG-emitting activities. Although we are not required to pay the adjusted cost, paying for the true cost of emissions aligns with our core values and is a small price to pay when considering the extensive societal impacts of climate change. Milepost has offset 100% of our calculated emissions for the past 11 years.

Prosperity

\$3.1M

in revenue, with an
11% profit margin¹

19%

of profits given as
employee bonuses

71%

reinvested in our
business

10%

distributed to
shareholders

Like all business, financial prosperity is necessary for us to both thrive and propel positive change. Increased profits in 2022 allowed us to invest in our company through growth and internal tools that will advance and streamline our work.

As part of our financial principles, we value complete financial transparency, shared profits, and meaningful involvement for all of Milepost's team. The more we earn, the more we can invest in our employees and company, which increases the positive impact we can make. Our continued ability to increase profits while prioritizing social and environmental needs demonstrates that business can be a leverage point for changes toward a more sustainable society.

"To Milepost, business is more than just making money – but still making money. Generating profit equips us to strategically facilitate projects that promote long-term social and environmental responsibility."

- Erik Froyd, Chief Financial Officer

Milepost ended 2022 with an 11% profit margin – an increase from 2021 that enabled us to invest in our company and employees.

Normalized P&L (Q1-Q4, 2022)

Revenue	100%
Operating Expenses	
▪ Payroll & benefits	72%
▪ Professional fees	6%
▪ Travel expense	2%
▪ Interest	<1%
▪ G&A	7%
Total Operating Expenses	88%
Net Income	12%

¹ Pre-profit distribution