

## KEEPCODING ESPAÑA SLU

SCORE	COMPLETION	VERSION	NAME	SECTOR	COMPANY SIZE
<b>103.9</b>	<b>100%</b>	<b>6</b>	<b>Active Assessment</b>	<b>Service</b>	<b>10-49</b>

As wholly-owned subsidiary of AGBO BUSINESS ARCHITECTURE SL, KEEPCODING ESPAÑA SLU is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with KEEPCODING ESPAÑA SLU as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox.

Sensitive

# Mission & Engagement

4.2

## Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- Creating positive social or environmental impact is not a focus for our business
- We occasionally think about the social and environmental impact of some aspects of our business, but not frequently.
- We frequently consider our social and environmental impact, but it isn't a high priority in decision-making.
- We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

## Mission Statement Characteristics

Does your company's formal, written corporate mission statement include any of the following?

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company.

Please check all that apply.

- No social or environmental commitment
- A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products)
- A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- We have no written mission statement

Points Earned: 0.50 of 0.50

## Mission Statement

Please share the text of your formal mission statement here.

Ayudar a las personas a mejorar sus vidas abriéndoles las puertas a puestos en áreas de alta demanda y de alto potencial de crecimiento en el sector IT a través de una formación y coaching efectivos y de máxima calidad, para así (re)encontrar su satisfacción laboral y personal. Ayudar a las empresas a mejorar su historia consiguiendo el talento humano de calidad que le hace falta en un área de alta demanda y, así, poder seguir su crecimiento, generando riquezas y más puestos de trabajo.

Points Available: 0.00

## Social and Environmental Decision-Making

How does your company integrate social and environmental performance into decision-making?

Your answers determine which future questions in the assessment are applicable to your company.

- Employee training that includes social or environmental issues material to our company or its mission
- Manager roles with job descriptions that explicitly incorporate social and environmental performance
- Performance reviews that formally incorporate social and environmental issues
- Compensation and job descriptions of executive team members that include social and environmental performance
- Board of Directors review of social and environmental performance
- We measure our externalities in monetary terms and incorporate them into our financial balances
- Other - please describe
- None of the above

Points Earned: 0.80 of 1.00

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## Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- Only included informally in orientation, training, or instruction
- Specific, formal training is integrated into new employee and new manager training
- Specific, formal training is integrated into ongoing employee and manager training
- Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- None of the above

Points Earned: 1.00 of 1.00

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## Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- No, our Board doesn't review that
- Yes, the Board receives a general update on the company's social or environmental performance
- Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 1.00 of 1.00

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## Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- We have an advisory board that includes stakeholder representation
- We have a formal stakeholder engagement plan or policy that includes identification of relevant stakeholder groups
- We have created mechanisms to identify and engage traditionally underrepresented stakeholder groups or demographics
- We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- We report the results of stakeholder engagement on social and environmental performance to the highest level of oversight in the company, such as the Board
- We publicly report on stakeholder engagement mechanisms and results
- Other - please describe
- No formal stakeholder engagement

Points Earned: 0.50 of 0.50

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## Management of Material Social and Environmental Issues

How does your company identify, measure, and manage the most material social and environmental issues relevant to your operations and business model?

Answers 3-5 can only be selected if a materiality assessment has been conducted and answer 2 applies.

- We track impact metrics that we've chosen based on company mission or executive decision
- We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- We have set performance targets for all identified material issues and measurements
- We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- None of the above

Points Earned: 0.45 of 1.00

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## Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Nuestro enfoque primordial se centra en la empleabilidad de nuestros alumnos, lo cual guía cada fase de nuestros procesos. Desde el diseño de los programas y materiales didácticos, hasta los servicios de apoyo y coaching proporcionados tanto durante como después de la formación, todo está enfocado en asegurar que los alumnos alcancen sus metas laborales. El principal desafío que hemos identificado es la dificultad de obtener datos concretos de los alumnos una vez que concluyen sus estudios y logran emplearse. A menudo, una vez que están establecidos en sus nuevas carreras, tienden a no responder a nuestras encuestas, lo que complica la validación de datos específicos como fechas de contratación, salarios, entre otros, relacionados con su inserción laboral.

Points Available: 0.00

OPERATIONS

## Ethics & Transparency

3.8

### Governance Structures

What is the company's highest level of corporate oversight?

- Owner or Manager Governed (including Board of Directors with only owners/ executives)
- Management, Executive Committee, or Democratic Governance
- Non-Fiduciary Advisory Board
- Board of Directors (with at least one member who is not an executive or owner of the company)

Points Available: 0.86

### Internal Good Governance

How does your company support internal management and good governance?

- We have a formal organizational chart outlining the management and reporting structure of the company
- We have written job descriptions for all employees outlining responsibilities and decision-making authority
- We have management team meetings to plan strategy or make operational decisions
- Other - please describe
- None of the above

Points Earned: 0.86 of 0.86

## Ethics Policies and Practices

What practices does your company have in place to promote ethical decision-making and prevent corruption?

- A written Code of Ethics
- A written whistleblower policy
- We have created internal financial controls
- We have conducted an ethics-focused risk assessment in the last two years
- Other (please describe)
- None of the above

Points Earned: 0.43 of 0.86

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## Instruction on Code of Ethics

How does your company instruct employees regarding your Code of Ethics on behavioral expectations, bribery, and corruption?

Please check all that apply.

- We instruct the Board of Directors on the Code at least annually
- We instruct all newly hired workers on the Code
- We instruct managers on the Code on an ongoing basis
- We instruct all non-managerial workers on the Code on an ongoing basis
- We communicate changes to the Code whenever it is updated
- Other - please describe
- No Code of Ethics or equivalent, or no training on the Code

Points Earned: 0.86 of 0.86

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## Reviewed / Audited Financials

Does the company produce financials that are verified annually by an independent source through an Audit or Review?

- No
- Yes, through a review
- Yes, through an audit

Points Available: 0.86

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## Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- Segregation of Accounts Receivable and Accounts Payable duties
- Segregation of payment authorization, execution, and/or record keeping
- Access to accounting software systems is limited to appropriate personnel
- Access to credit or ATM cards is limited to appropriate personnel
- Routine management or third-party reviews of inventory management system
- IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- None of the above

Points Earned: 0.86 of 0.86

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## Company Transparency

What information does the company make publicly available and transparent?

Your answers determine which future questions in the assessment are applicable to your company.

- Beneficial ownership of the company
- Financial performance (must be transparent to employees at minimum)
- Social and environmental performance (e.g. impact reports)
- Membership of the Board of Directors
- None of the above

Points Earned: 0.64 of 0.86

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## Financial Transparency with Employees

How does your company formally share financial information with full-time employees?

Exclude compensation data. Please check all that apply.

- We have no formal documented process to share financial information with employees
- Our company discloses all financial information (except salary info) at least yearly
- Our company discloses all financial information (except salary info) at least quarterly
- In addition to sharing financials, our company also has an intentional education program around shared financials
- In addition to sharing financials with employees, our company publicly reports its financial statements

Points Earned: 0.21 of 0.86

## Governance Metrics

OPERATIONS

**0.0**

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This section asks for your company to provide important financial information that will be referenced later in the assessment.

## Last Fiscal Year

On what date did your last fiscal year end?

If your company has not yet completed its first fiscal year, please put your anticipated fiscal year end date.

On what date did your last fiscal year end?

Points Available: 0.00

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## Reporting Currency

Select your reporting currency

Euro - EUR

Points Available: 0.00

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## Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

If your company has not yet completed its first fiscal year, please put \$0

From the fiscal year before last

## Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put \$0

From the last fiscal year

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## Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put \$0

From the last fiscal year

Sensitive

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## Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

IMPACT BUSINESS MODELS

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## Mission Locked - Impact Business Model

7.5

Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership

### Mission Lock

Separate from a mission statement, what has your company done to legally ensure that its social or environmental performance is a part of its decision-making over time, regardless of company ownership?

This question is related to the legal requirement for Certified B Corps. Click "Learn" for more information and resources about this requirement.

- Signed a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders (e.g. signed B Corp Agreement)
- Adopted a specific legal entity or governance structure that preserves mission over time, but does not require consideration of all stakeholders in its decision-making (e.g. cooperative)
- As a company wholly owned by another company that has not done so, amended corporate governing documents or adopted a legal entity that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal amendment)
- As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal amendment)
- None of the above

Points Earned: 7.50 of 10.00

## Workers Impact Area Introduction

0.0

This section identifies who should be considered a "worker" in the B Impact Assessment and reports your worker-related metrics. It also identifies whether your company is designed to deliver a specific, material, positive impact for its workers, and if so, opens the Worker Impact Business Model section that is most applicable.

### Majority Hourly vs. Salaried Workers

Are the majority (greater than 50%) of your employees paid on a fixed salary or a daily or hourly wage?

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact.

- Fixed Salary  
 Daily or hourly wage

Points Available: 0.00

### Use Of Contracted Labor

Is any of your company's labor performed by subcontracted organizations or individuals, such as outsourced staffing services or independent contractors?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- Yes, we hire individual independent contractors who are contracted to work greater than 20 hours per week for your company over an indefinite period or longer than 6 months
- We utilize individual independent contractors who do not work greater than 20 hours per week for us over an indefinite period or longer than 6 months
- None of the above

Points Available: 0.00

### Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

- Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Points Available: 0.00

# Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- None of the above

Points Available: 0.00

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## # of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Full-Time Workers

Sensitive

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## # of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total full-time workers twelve months ago

Sensitive

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## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Part-Time Workers

Sensitive

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## # of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total part-time workers twelve months ago

Sensitive

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## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Please click "Learn More" to understand how to answer this question.

Current Total Temporary Workers

Sensitive

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## # of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total temporary workers twelve months ago

Sensitive

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## Financial Security

OPERATIONS

3.1

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### Lowest Paid Wage

What is the company's lowest wage as calculated on an hourly basis?

Please exclude students and interns in this calculation.

What is the company's lowest wage as calculated on an hourly basis?

Sensitive

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## % of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- <75%
- 75-89%
- 90-99%
- 100%
- N/A

Points Available: 2.96

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## % of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- <75%
- 75-89%
- 90-99%
- 100%
- N/A

Points Available: 2.96

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## % Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- 0% - Lowest wage is equivalent to minimum wage
- 1-9%
- 10-29%
- 30-49%
- 50-75%
- 75%+
- N/A - We do not employ hourly workers

Points Available: 1.48

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## Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- Yes
- No
- N/A - Living wage already exists

Points Available: 1.48

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## Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- Cost of living adjustments that match inflation rates of the country
- Bonuses or profit-sharing
- Employee ownership opportunities
- None of the above

Points Earned: 1.48 of 1.48

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## Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Available: 1.48

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## Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- No bonus payout, or no bonus plan
- 5% or less
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.19 of 1.48

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## % Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.37 of 1.48

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## % of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- 0%
- 1-4%
- 5-24%
- 25-49%
- 50%+
- N/A
- Don't Know

Points Available: 2.96

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## Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- Government-sponsored pension or superannuation plans
- Private Pension or Provident Funds
- Plan that specifically includes Socially-Responsible Investing option
- None of the above

Points Earned: 1.11 of 1.48

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## Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- Direct deposit
- Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- Financial management tools or coaching
- Emergency or short-term savings programs
- Low-interest or interest-free loans
- Debt management, refinancing, or loan payment contributions
- Employer match for deposits into savings accounts
- Paychecks issued off-schedule on a need basis
- Tax preparation services
- Other - please describe
- None of the above
- N/A - We do not employ hourly workers

Points Available: 0.74

## Health, Wellness, & Safety

OPERATIONS

**6.3**

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### Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- Government-mandated or -provided health insurance programs (e.g. Switzerland)
- None of the Above

Points Available: 0.00

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## Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- <75%
- 75-84%
- 85-94%
- 95%+

Points Earned: 3.00 of 3.00

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## Supplementary Health Benefits

What benefits does your company provide to all full-time tenured workers to supplement government programs?

Only select benefits the company pays the majority of costs to all full-time tenured workers. Select Other if the company covers less than 50% of the expenses for the benefits listed or other benefits offered.

- Disability coverage or accident insurance
- Life insurance
- Private dental insurance
- Private supplemental health insurance
- Other - please describe
- None of the above

Points Earned: 1.50 of 3.00

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## Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- Part-time workers are eligible to participate at time of hire
- Part-time workers are only eligible if they work more than 20 hours a week
- Part-time workers are eligible even if they work less than 20 hours a week
- We do not offer supplementary health benefits to part-time workers
- N/A - We don't have part-time employees

Points Available: 3.00

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## Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps programs)
- We offer incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership)
- Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- We have policies and programs in place to prevent ergonomic-related injuries in the workspace
- Over 25% of workers have completed a health risk assessment in the last twelve months
- Management receives reports on aggregate participation in worker wellness programs
- Other - please describe
- Company does not offer any formal health and wellness initiatives

Points Earned: 1.80 of 3.00

OPERATIONS

## Career Development

5.2

### Professional Development Policies and Practices

Does your company provide any of the following training opportunities to workers for professional development?

Your answers determine which future questions in the assessment are applicable to your company.

- We have a formal onboarding process for new employees
- We offered ongoing training on core job responsibilities to employees within the last year
- We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- None of the above

Points Earned: 1.00 of 1.00

## Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- No training
- On-the-job training (one day to one week)
- On-the-job training (one week to one month)
- Apprenticeship or technical training (over one month)
- N/A - No new hires during the last 12 months

Points Earned: 0.67 of 1.00

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## Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- Process has a regular schedule and is conducted at least annually
- Peer and subordinate input
- Written guidance for career development
- Social and environmental goals
- Clearly-identified and achievable goals
- A 360-degree feedback process
- All tenured employees receive feedback
- None of the above

Points Earned: 1.60 of 2.00

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## Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- 15%+

Points Earned: 1.00 of 1.00

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## Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- We partner with education institutions to provide internship opportunities or work-study programs
- We pay interns a living wage
- Our interns receive formal performance reviews
- Our interns have a formal opportunity to provide feedback on experience
- We have hired interns on as full-time permanent employees in the past two years
- Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- None of the above
- N/A - Our company does not employ interns

Points Earned: 1.00 of 1.00

OPERATIONS

## Career Development (Salaried)

1.0

### Skills-Based Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.25 of 0.25

## Cross-Job Skills Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training on cross-job functions beyond regular responsibilities (e.g. public speaking training, management training for non-managers)

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.25 of 0.25

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## Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Available: 0.25

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## External Professional Development Participation

What percentage of full-time workers has participated in external professional development or lifelong learning opportunities in the past fiscal year?

Professional development should be paid for in advance, reimbursed or subsidized by the company.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+

Points Earned: 0.25 of 0.50

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## Subsidized Educational Opportunities

What percentage of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- 0
- 1-5%
- 6-15%
- 15%+

Points Earned: 0.17 of 0.50

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## Career Development Policies

What are your company's policies and practices around career development and promotion?

- Employees who seek to take a short-term leave or sabbatical will have their jobs guaranteed upon return
- Our company will make an effort to find a place for employees who seek to take a long-term leave or sabbatical upon their return
- Employees are able to make lateral moves or change career direction or pace when possible
- None of the above

Points Earned: 0.17 of 0.25

## Engagement & Satisfaction

OPERATIONS

**4.3**

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## Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- A non-discrimination statement
- An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- A statement on work hours
- Policies on pay and performance issues
- Policies on benefits, training and leave
- Grievance resolution process
- Disciplinary procedures and possible sanctions
- A neutrality statement regarding workers' right to bargain collectively and freedom of association
- Prohibition of child labor and forced or compulsory labor
- We have no written employee handbook

Points Earned: 0.43 of 0.43

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## Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn More" for further instructions.

- Workers receive unpaid time off for secondary parental leave
- Workers receive up to 2 weeks (or full pay equivalent) paid leave
- Workers receive between 2 to 5 weeks (or full pay equivalent) paid leave
- Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- Policy does not distinguish between primary and secondary caregiving, or provides equivalent time and pay to both
- No secondary caregiver leave is offered to employees

Points Earned: 0.87 of 0.87

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## Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- On-site childcare
- Off-site subsidized childcare
- Free or subsidized meals
- Policy to support breastfeeding mothers
- Other - please describe
- None of the above

Points Earned: 1.30 of 1.73

---

## Worker Empowerment

How does your company engage and empower workers?

- We have formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve company practices
- We have processes in place to provide input from employees prior to operational and/or strategic policy or practice changes
- Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- We have adopted open book management or self-management principles within the workplace
- Workers have opportunity to elect member(s) to the Board of Directors
- Other - please describe
- None of the above

Points Earned: 0.87 of 0.87

---

## Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- We calculate employee attrition rate
- We benchmark employee attrition rate to relevant benchmarks
- We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- We benchmark employee satisfaction to relevant industry benchmarks
- We disaggregate calculations based on different demographic groups to identify trends
- We outperform industry benchmarks on attrition
- We outperform industry benchmarks on satisfaction
- None of the above

Points Earned: 0.87 of 0.87

---

## Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months

Sensitive

---

## Employee Satisfaction

What percent of your employees are "Satisfied" or "Engaged"?

Select N/A if satisfaction or engagement is not formally surveyed.

- <65%
- 65-80%
- 81-90%
- 90%+
- N/A

Points Available: 1.73

## Engagement & Satisfaction (Salaried)

OPERATIONS

1.9

---

## Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- 0-15 work days
- 16-22 work days
- 23-29 work days
- 30-35 work days
- 36+ work days

Points Earned: 0.70 of 0.70

---

## Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive more than 6 months of time off for parental leave (including unpaid and paid leave).
- 4-12 weeks of primary parental leave (or equivalent) is fully paid
- 13-18 weeks of primary parental leave (or equivalent) is fully paid
- 19-24 weeks of primary parental leave (or equivalent) is fully paid
- More than 24 weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.42 of 0.70

---

## Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- Part-time work schedules at the request of workers
- Flex-time work schedules allowing freedom to vary start and stop times
- Telecommuting (e.g. working from home one or more days per week)
- Job-sharing
- None of the above

Points Earned: 0.18 of 0.70

---

## Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- Managers or executives worked part-time or in a job-share
- Managers or executives are in a telecommuting position
- We hired new people into permanent positions that are telecommuting
- We hired new people into permanent positions that are part-time or job-share
- We have transitioned staff into part-time, job-share, or telecommuting positions
- Other - please describe
- None of the above

Points Earned: 0.70 of 0.70

---

## Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Sensitive

## Community

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### Community Impact Area Introduction

OPERATIONS

0.0

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This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

### Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 0.00

---

## Community Oriented Business Models

Is your company structured to benefit community stakeholders in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- Purchasing fair or direct trade to improve livelihoods for underserved groups in your supply chain
- A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- A formal standing commitment to donate a significant portion of sales, profits, or ownership to charitable causes (>2% sales, >20% profits/ownership)
- A community-focused business model that supports and builds the economic vitality of local communities
- None of the above

Points Available: 0.00

---

## Formal Charitable Giving Model Commitment

Do you have a formal written standing policy to donate to charitable causes each year?

Answering affirmatively will opt you into additional sections of the BIA.

- Yes
- No

Points Available: 0.00

---

## Local Community Based Business

Is your company a community based business, focused on serving your local economy?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 0.00

## Diversity, Equity, & Inclusion

OPERATIONS

6.2

---

## Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- Led by a woman
- Led by an individual from an underrepresented racial or ethnic minority
- Led by another underrepresented individual (veterans, LGBT, etc.)
- Majority owned by women
- Majority owned by individuals from underrepresented racial or ethnic minorities
- Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- None of the above

Points Earned: 1.03 of 1.03

---

## Creating and Managing Inclusive Work Environments

Which of the following practices does your company have in place around diversity, equity, and inclusion?

- We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- We offer trainings for all employees on topics related to diversity, equity, and inclusion
- We have set specific, measurable diversity improvement goals
- We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
- None of the above

Points Earned: 0.52 of 1.03

---

## Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- Socioeconomic status (as determined by low income residence, education level, etc.)
- Race or ethnicity
- Gender
- Age
- Other - please describe
- None of the above

Points Earned: 0.52 of 1.03

---

## Women Workers

How many of your non-managerial workers identify as women?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know

Points Earned: 1.03 of 1.03

---

## Age Diversity in Workforce

What percentage of your workforce is either under the age of twenty four or over the age of fifty?

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't Know

Points Earned: 0.52 of 1.03

---

## High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- >20x
- 16-20x
- 11-15x
- 6-10x
- 1-5x

Points Earned: 1.03 of 1.03

---

## Female Management

How many of your company managers identify as women?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know
- N/A

Points Earned: 1.03 of 1.03

---

## Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

Points Earned: 0.34 of 1.03

---

## Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- We track diversity of ownership among our suppliers
- We have a policy to give preferences to suppliers with ownership from underrepresented populations
- We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- We have a formal program to purchase and provide support to suppliers with diverse ownership
- None of the above
- N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.13 of 0.52

---

## Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't Know

Points Earned: 0.13 of 1.03

OPERATIONS

## Economic Impact

**6.0**

### Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

Nuestra actividad y servicio se desarrolla en remoto

Points Available: 0.00

### New Jobs Added Last Year

Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last twelve months:

Last twelve months:

**Sensitive**

## Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- 0% (no growth on a net basis)
- 1-14%
- 15-24%
- 25%+

Points Earned: 1.33 of 4.00

---

## Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50%+
- Don't know

Points Earned: 2.00 of 2.00

---

## Local Ownership

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- Yes
- No
- Don't know

Points Available: 2.00

---

## Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- Written preference at each facility to purchase from local suppliers
- Formal targets or goals for the amount of local purchasing
- Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- Written preference for hiring and recruiting local managers
- Incentives for staff to live within 20 miles of local company facility
- Other (please describe)
- No written local purchasing or hiring policies in place

Points Earned: 1.00 of 1.00

---

## Spending on Local Suppliers

What percentage of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant facilities in the last fiscal year?

Please click "Learn More" to understand how to answer this question.

- <20%
- 20-39%
- 40-59%
- 60%+
- Don't know

Points Earned: 0.67 of 2.00

---

## Impactful Banking Services

What characteristics apply to the financial institution that provides the majority of your company's banking services?

- Certified CDFI or national equivalent social investment organization
- Certified B Corporation
- Member of the Global Alliance for Banking on Values
- Cooperative bank or credit union
- Local bank committed to serving the community
- Independently owned bank
- None of the above

Points Earned: 1.00 of 2.00

---

## Corporate Citizenship Program

How does your company take part in civic engagement?

Your answers determine which future questions in the assessment are applicable to your company.

- Financial or in-kind product donations (excluding political causes)
- Community investments
- Community or pro-bono service
- Advocacy for adopting improved social or environmental policies or performance
- Partnerships with charitable organizations or membership with community organizations
- Discounted products or services to qualified underserved groups
- Free use of company facilities to host community events
- Equity or ownership in the company granted to a nonprofit
- Other - please describe
- None of the above

Points Earned: 0.83 of 0.83

---

## Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- We have a formal statement on the intended social or environmental impact of our company's philanthropy
- We have a formal donations commitment (e.g. 1% for the planet)
- We match individual workers' charitable donations
- We allow our workers or customers to select charities to receive our company's donations
- We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- None of the above

Points Earned: 0.50 of 0.83

---

## Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

**Sensitive**

---

## % of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- No donations last fiscal year
- 0.1-0.4% of revenue
- 0.5-1% of revenue
- 1.1-2.4% of revenue
- 2.5-5% of revenue
- 5%+ of revenue
- Don't know

Points Earned: 0.66 of 3.31

---

## Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes in the past two years?

- Yes, company has offered support in name and/or signed petitions
- Yes, company has provided active staff time or financial support
- Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- Other - please describe
- None of the above

Points Earned: 0.62 of 0.83

---

## Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- We have provided data or contributed to academic research on social or environmental topics
- We participate in panel presentations or other public forums on social or environmental topics
- We provide public resources for other businesses or stakeholders on improving social or environmental performance
- Other - please describe
- None of the above

Points Earned: 0.41 of 0.41

---

## Supply Chain Management

OPERATIONS

**0.0**

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## Significant Supplier Descriptions

Please select the types of companies that represent your Significant Suppliers:

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- Product Manufacturers
- Professional Service Firms (Consulting, Legal, Accounting)
- Independent Contractors
- Marketing and advertising
- Office Supplies
- Benefits Providers
- Technology
- Raw materials
- Farms
- Other - please describe

Points Available: 0.00

---

## Social or Environmental Screening of Suppliers

Does your company screen or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

- Yes
- No

Points Available: 0.00

---

## Outsourced Staffing Services

Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 0.00

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## Environment

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### Environment Impact Area Introduction

OPERATIONS

**0.0**

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This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material,

positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

## Type of Facilities

What kind of facilities does your business primarily operate in?

Your answers determine which future questions in the assessment are applicable to your company.

- Company-owned office space
- Leased office space
- Co-working Space
- Virtual or home offices

Points Available: 0.00

---

## Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- Through an innovative manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- Through a product or service that preserves, conserves, or restores the environment or resources
- None of the above

Points Available: 0.00

OPERATIONS

## Environmental Management

2.8

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### Virtual Office Stewardship

How does your company encourage good environmental stewardship in how employees manage their virtual offices?

- We have a written policy encouraging environmentally preferred products and practices in employee virtual offices (e.g. recycling)
- Our company shares resources with employees regarding environmental stewardship in home offices (e.g. energy efficiency)
- We have a policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices
- Employees are provided with a list of environmentally-preferred vendors for office supplies
- None of the above
- N/A

Points Earned: 2.80 of 2.80

---

## Monitoring Energy Usage

Does your company monitor, record, or report its energy usage?

Please select one answer option indicating if the company monitors energy use and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

- We do not currently monitor and record usage
- We monitor and record usage but have set no reduction targets
- We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- We monitor usage and have set absolute reduction targets regardless of company growth
- We have met specific reduction targets during the reporting period

Points Available: 0.48

---

## Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

Include electricity and other energy consumption from heating, hot water, etc.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Don't Know

Points Available: 0.24

---

## Low Impact Renewable Energy Use

What percentage of energy use is produced from low-impact renewable sources?

Include electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated renewable energy.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Don't know

Points Available: 0.97

---

## Monitoring Greenhouse Gas Emissions

How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?

Please select only one answer option indicating if the company monitors greenhouse gas emissions and potentially sets targets (answers 1-4). If the company sets targets and/or achieved carbon neutrality, answers 5 or 6 may apply in addition.

- We do not currently monitor and record emissions
- We regularly monitor and record emissions but have not set any reduction targets
- We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)
- We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to address climate change
- We have met the specific reduction targets set during this reporting period
- We have achieved carbon neutrality

Points Available: 0.48

---

## Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- 0%
- 1-4%
- 5-9%
- 10-14%
- 15-20%
- 20%+
- Don't Know

Points Available: 0.97

---

## % GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Don't know
- N/A - No carbon offsets purchased

Points Available: 0.48

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## Water

OPERATIONS

**0.0**

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## Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Please select only one answer option indicating if the company monitors water usage and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

- We do not currently monitor and record water usage
- We regularly monitor and record water usage but have not set any reduction targets
- We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- We have met specific reduction targets set during this reporting period

Points Available: 1.00

OPERATIONS

## Land & Life

1.0

### Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Please select one answer option indicating if the company monitors waste production and potentially sets targets (answers 1-4). If the company sets targets, answers 5 and/or 6 may apply in addition.

- We do not currently monitor and record waste production
- We regularly monitor and record waste production but have not set any reduction targets
- We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year)
- We regularly monitor and record waste produced and have set a zero waste target
- We have met the specific reduction targets set during this reporting period
- We produce zero waste to landfill / ocean

Points Available: 1.00

### Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- Yes
- No
- N/A - We have eliminated hazardous waste

Points Earned: 1.00 of 1.00

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## Customers Impact Area Introduction

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0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

### Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

Yes

No

Points Available: 0.00

---

### Customer Focus of Product or Service

Is the social or economic problem addressed by your product/service one that is faced directly by your customers and/or your clients' beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured.

Yes

No, customers support in our ability to produce a positive social/economic impact, but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, we sell fair trade products to our customers, we sell environmentally beneficial products to our customers)

Points Available: 0.00

---

### Positive Impact of Product/Service

How would you describe the positive outcome for customers created by your product/service?

Mejorar la vida laboral y por consecuencia su vida financiera, emocional e intelectual de nuestros alumnos y alumnas al formarse y conseguir entrar en el sector laboral tecnológico.

Points Available: 0.00

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## Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select multiple answer options if your company sells various products or services with distinct outcomes, or if a single product or service achieves multiple outcomes.

- Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- Improved or maintained health and wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- Improved education or skills development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
- Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, nonprofit accounting services)
- Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
- Increased access to arts, media, or culture (e.g. independent media, artisanal crafts, photography, information services)
- Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available)
- None of the above

Points Available: 0.00

---

## Education Product/Service Overview

Please tell us more about how your product or service promotes education or professional development and advancement.

Somos un centro de formación de alto rendimiento en programación y tecnología, 100 por cien enfocado a la empleabilidad y al desarrollo personal de nuestros alumnos y alumnas.

Points Available: 0.00

---

## Product or Service Focus on Education

Is the support of education or knowledge the direct result of your revenue generating products or services?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes, the support of education or knowledge building is a core part of our product / service
- No, we provide or support education in other ways (e.g. through speaking engagements, through marketing and advertising, etc.)

Points Available: 0.00

---

## Product or Service Focus on Environmental Issues

Is your revenue generating educational product or service focused exclusively on environmental issues?

If your educational product or service is specifically focused on environmental issues, be sure to revisit the Environment section to ensure that your impact is captured.

- Yes  
 No

Points Available: 0.00

---

## Impact on Underserved Populations

Does your product or service benefit underserved populations, either directly or by supporting organizations that directly serve them?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- Our products or services directly support underserved populations  
 Our products or services support organizations that directly support underserved populations  
 Don't know  
 None of the above

Points Available: 0.00

---

## Total Customer Organizations

Total Number of Customers

Organizations served in the last 12 months:

Organizations served in the last 12 months:

Sensitive

---

## Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

- We do not track this

Points Available: 0.00

## Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- We offer product / service guarantees, warranties, or protection policies
- We have third party quality certifications or accreditations
- We have formal quality control mechanisms
- We have feedback / customer service feedback or complaint mechanisms
- We monitor customer or consumer satisfaction
- We assess the outcomes produced for our customers through the use of our product or service
- We have written policies in place for ethical marketing, advertisement, or customer engagement
- We manage the privacy and security of client / customer data
- None of the above

Points Earned: 1.25 of 1.25

---

## Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- Company monitors customer satisfaction
- Company shares customer satisfaction internally within the company
- Company shares customer satisfaction publicly
- Company has specified targets for customer / client satisfaction
- In the last year, company has achieved specified targets for satisfaction
- None of the above

Points Earned: 1.00 of 1.25

---

## Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- Company regularly monitors customer outcomes and well-being
- Company has formal program to incorporate customer testing and feedback into product design
- Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects)
- Other
- None of the above

Points Earned: 1.25 of 1.25

---

## Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- Company has a formal publicly available data and privacy policy
- Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private)
- All customers have option to decide how their data can be used
- Company's all email list building and email marketing strategies are GDPR compliant
- Other
- None of the above
- N/A - Company does not collect sensitive data

Points Earned: 1.25 of 1.25

## Educational Models and Engagement - Impact Business Model

IMPACT BUSINESS MODELS

**5.5**

---

This section assesses the extent to which the company is able to deliver long term sustained educational services and its engagement with the higher education and broader community to advance higher education and promote well-being

## Awards Offered

Which of the following types of awards does your institution offer?

- Professional certifications
- Subbaccalaureate certificate of less than one year
- Subbaccalaureate certificate of more than one year
- Post-baccalaureate certificate
- Associate's degree
- Bachelor's degree
- Master's degree
- Professional Degree
- Doctoral degree
- Other (please specify)

Points Available: 0.00

---

## Primary Award Offered

Which of these types of awards is the primary award offered?

- Professional certifications
- Subbaccalaureate certificate of less than one year
- Subbaccalaureate certificate of more than one year
- Post-baccalaureate certificate
- Associate's degree
- Bachelor's degree
- Master's degree
- Professional Degree
- Doctoral degree
- Other

Points Available: 0.00

---

## Other

How many awards did your institution confer in the most recent academic year?

Other

Other

- We do not track this

Points Available: 0.00

---

## Total

How many awards did your institution confer in the most recent academic year?

TOTAL

TOTAL

We do not track this

Points Available: 0.00

---

## More than one year subbaccalaureate certificate

How many awards did your institution confer in the most recent academic year?

Subbaccalaureate certificate of more than one year

Subbaccalaureate certificate of more than one year

We do not track this

Points Available: 0.00

---

## Masters Degree

How many awards did your institution confer in the most recent academic year?

Master's degree

Master's degree

We do not track this

Points Available: 0.00

---

## Associates Degree

How many awards did your institution confer in the most recent academic year?

Associate's degree

Associate's degree

We do not track this

Points Available: 0.00

---

## Less than one year subbaccalaureate certificate

How many awards did your institution confer in the most recent academic year?

Subbaccalaureate certificate of less than one year

Subbaccalaureate certificate of less than one year

We do not track this

Points Available: 0.00

---

## Professional certification

How many awards did your institution confer in the most recent academic year?

Professional certification

Professional certification

We do not track this

Points Available: 0.00

---

## Bachelors Degree

How many awards did your institution confer in the most recent academic year?

Bachelor's degree

Bachelor's degree

We do not track this

Points Available: 0.00

---

## Professional Degrees

How many awards did your institution confer in the most recent academic year?

Professional Degrees

Professional Degrees

We do not track this

Points Available: 0.00

---

## Post-baccalaureate certificate

How many awards did your institution confer in the most recent academic year?

Post-baccalaureate certificate

Post-baccalaureate certificate

We do not track this

Points Available: 0.00

---

## Doctoral Degree

How many awards did your institution confer in the most recent academic year?

Doctoral degree

Doctoral degree

We do not track this

Points Available: 0.00

---

## Percent Of Revenue from Government Funds

What percentage of your revenue comes from government funds?

What percentage of your revenue comes from government funds?

Sensitive

---

## Marketing/Recruitment

Please indicate the percentage of overall institution expenditures in the following categories.

Marketing/Recruitment

Marketing/Recruitment

We do not track this

Points Available: 0.00

---

## Other

Please indicate the percentage of overall institution expenditures in the following categories.

Other (please specify)

Other (please specify)

We do not track this

Points Available: 0.00

---

## Direct Services to Students

Please indicate the percentage of overall institution expenditures in the following categories.

Direct Services to Students

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

Direct Services to Students

We do not track this

Points Available: 0.00

---

## Administration

Please indicate the percentage of overall institution expenditures in the following categories.

Administration

Administration

We do not track this

Points Available: 0.00

---

## Public Service and Research

Please indicate the percentage of overall institution expenditures in the following categories.

Public Service and Research

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

Public Service and Research

We do not track this

Points Available: 0.00

---

## Community Engagement

Which of the following apply to your institution's community engagement? (check all that apply)

- Institutional representation serves on task force, advisory council, or board of directors for regional planning, economic development, or industry groups.
- Institution actively solicits feedback from stakeholder groups regarding educational and employment needs of the regions with high student concentration and aligns offerings accordingly
- Institution has program advisory committees to inform program development, strengthen community connections, and facilitate student opportunities
- Institution has engaged employers in the fields of expected and actual graduate placement within the last year
- A portion of institution research is targeted toward solving problems in the local community or region
- None of the above

Points Earned: 1.50 of 1.50

---

## Partnerships with Higher Education

How does your institution engage in partnerships with other institutions of higher education? (check all that apply)

- Institution has developed transfer and articulation agreements with other independent institutions to accept credit from one another's coursework
- Initiating or leading an industry-specific collaboration (such as a grant initiative or task force) within the last two years
- Participating in industry-specific collaborations (such as collaborating for state or federal grants or developing industry best practices) within the last two years
- Providing discounted services to partner institutions (e.g. assessment, remediation, courses)
- Sharing best practices or innovations with other institutions to help further the industry
- Other (please specify)
- None of the above

Points Earned: 1.50 of 1.50

## Marketing, Recruiting, and Transparency - Impact Business Model

IMPACT BUSINESS MODELS

2.4

---

This section measures the policies, practices, and results of the institution's recruiting practices to ensure accurate information and consumer protection

## Policies Accuracy of Marketing

Which of the below policies or practices does your institution use to ensure accurate marketing materials?

Check all that apply. Please copy relevant policies in answer details.

- Training opportunities for all personnel and contractors representing the institution to potential students regarding accuracy of information delivered and compliance with recruiting policies
- Review and approval process by a corporate officer for all marketing materials, including those used by lead generators (if applicable), to ensure they are clear, accurate and compliant with state and federal laws and regulations
- Written and distributed accountability policies with specific penalties to ensure institutional staff and communications only provide accurate actual or projected student outcomes, endorsements and other relevant information
- Written and distributed accountability policies with specific penalties to ensure external vendors, such as lead generators, and their communications only provide accurate actual or projected student outcomes, endorsements and other relevant information
- Clearly articulated processes for addressing internal and external complaints
- Regular internal audits to ensure that established processes and policies are being followed
- Periodic external, independent assessment of practice and policy implementation
- Other
- None of the above

Points Earned: 0.33 of 0.56

---

## Policies Contacting Prospective Students

Does your institution have any of the below written policies governing protocol for contacting prospective students?

Check all that apply. Please copy any relevant policies in answer details.

- Written and distributed internal policies governing protocol for contacting prospective students, including an opt-out function for those who do not wish continued contact
- Written and distributed policies governing the actions of external vendors including lead generators (if applicable) with respect to contacting prospective students, including an opt-out function for those who do not wish continued contact
- Other
- None of the above

Points Earned: 0.28 of 0.56

---

## Expectations of Enrolled Students

Does your institution do any of the following to assess and manage the relationship between institutional marketing and student experiences/outcomes?

Check all that apply.

- Institution regularly surveys students to determine if their expectations are being met
- An independent entity reviews student survey results against marketing claims
- Institution has a written and distributed plan to address any discrepancies found between student expectations and marketing claims
- None of the above

Points Earned: 0.19 of 0.56

---

## Provide Information on Homepage

Which of the following information does your institution provide for each program within 1-2 clicks of the program's homepage?

Provide links to the relevant webpages in the Answer Details.

- Description of transfer process and institutions that will accept the college's transfer credits
- List of institutions with which the institution has articulation agreements indicating that designated academic credits will be accepted by those institutions upon student transfer
- Specific academic program requirements
- Specific admissions requirements
- Total cost of tuition, instructional materials and mandatory fees in one place
- Clear presentation of financial aid package including total amount a student must repay, over what length of time, and at what estimated monthly payment
- Median debt
- Default rate
- Graduation rates
- Transfer rates
- Withdrawal rates year to year
- Retention rates year to year
- Graduates' earnings information over time
- None of the above

Points Earned: 0.78 of 1.11

---

## Require Acknowledgement of Program Level Info

Does your institution require acknowledgement from students that they have seen any of the following program-level information before enrollment?

Check all that apply.

- Clear explanation of transfer process and institutions that will accept the college's transfer credits
- Clear list of institutions with which the institution has articulation agreements indicating that designated academic credits will be accepted by those institutions upon student transfer
- Clearly defined and specific academic program requirements
- Clearly defined and specific admissions requirements
- Total cost of tuition, instructional materials and mandatory fees in one place
- Clear presentation of financial aid package including total amount a student must repay, over what length of time, and at what estimated monthly payment
- Median debt
- Default rate
- Graduation rates
- Transfer rates
- Withdrawal rates year to year
- Retention rates year to year
- Graduates' earnings information over time
- None of the above

Points Available: 1.11

---

## Implementation of Practices

Which of the following does your institution provide to prospective/enrolled students?

Check all that apply.

- Counseling for students on the risks borrowing more than the amount to cover their cost of attendance
- Counseling for all prospective students to find the best program for their goals, qualifications and circumstances within your institution(s)
- Counseling for all prospective students to find the best program for their goals, qualifications and circumstances at other institutions, if they are a better fit than your institution(s)
- Counseling for all students on the tradeoffs of full-time and part-time enrollment, customized for their circumstances
- Distribution of a guide to understanding a student's financial aid package
- Transparent no-risk opportunity for students to attend your institution(s) without initial financial commitment
- None of the above

Points Earned: 0.89 of 1.11

This section measures the extent to which the institution delivers a positive student experience, including quality instruction and faculty and supportive and accessible student services, and external career and service opportunities

## Policies to Improve Instruction

Which of the following policies/practices have been implemented to improve or maintain educational quality?

- Faculty are required to meet targets for student-faculty interaction
- Faculty are provided with written student feedback for every course
- Faculty are provided with written supervisor feedback at least once per program, term or academic year, as appropriate
- Faculty are required to set student achievement goals in conjunction with department heads and institutional leadership
- Faculty are required to meet student achievement goals
- Faculty are provided with training and support from department to help set and reach student achievement goals
- Accountability measures for senior management to ensure that all programs under their purview have the programmatic or specialized accreditation needed for graduates to successfully enter a job in that field of study
- Other (please specify):
- None of the above

Points Earned: 0.26 of 0.26

---

## Policies on Faculty Qualifications

What policies are in place to ensure that faculty remain current in their field and are only assigned to courses they are qualified to teach?

- Program/department leadership hires and assigns faculty only to those courses in which faculty can demonstrate specialized academic training or significant professional experience
- Program/department leadership requires faculty to set individual performance and professional development goals (which may include continuing education) and report on those goals via self-evaluation
- Program/department leadership holds faculty accountable for attaining approved individual performance and professional development goals
- Program/department leadership requires faculty to engage in professional development targeted toward the courses he/she is or is likely to teach
- Faculty are provided resources to engage in professional development
- Other:
- None of the above

Points Earned: 0.15 of 0.26

---

## Flexible payment options

What percentage of students used the following service in the last academic year?

Flexible payment options, such as: multiple installment plans, modification options during the semester, or deferred payment under designated circumstances

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.06 of 0.26

---

## Admissions Counseling

What percentage of students used the following service in the last academic year?

Admissions counseling to prepare students for non-traditional modes of instructional delivery

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.06 of 0.26

---

## Mentoring

What percentage of students used the following service in the last academic year?

Mentoring

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.26 of 0.26

---

## Academic Advising

What percentage of students used the following service in the last academic year?

Academic advising at determined intervals (such as once per semester)

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.26 of 0.26

---

## Academic Advising

What percentage of students used the following service in the last academic year?

Initial Academic advising, including mapping out a degree path with specific courses

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.26 of 0.26

---

## Orientation and Counseling

What percentage of students used the following service in the last academic year?

Intensive orientation and/or first-year counseling

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.26 of 0.26

---

## Financial Literacy Courses

What percentage of students used the following service in the last academic year?

Financial literacy courses or resources

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.06 of 0.26

---

## Career counseling

What percentage of students used the following service in the last academic year?

Career counseling

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.26 of 0.26

---

## Personalized Loan Counseling

What percentage of students used the following service in the last academic year?

Personalized loan entrance counseling

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.06 of 0.26

---

## Personal counseling

What percentage of students used the following service in the last academic year?

Personal counseling

- 1-24%
- 25-49%
- 50-74%
- 75-100%
- 0% (Not Offered)

Points Earned: 0.26 of 0.26

---

## Student Civic Engagement Opportunities

Which of the following apply with respect to student civic engagement opportunities? (check all that apply)

- Institution has a civic engagement office or clearinghouse to help students identify and pursue opportunities to engage and support issues for their local or regional community, such as community service, service learning, issue forums and others
- Institution sets civic engagement targets and measures against them
- Institution has a service learning curriculum
- Institution evaluates efficacy and impact of its service learning curriculum
- Institution facilitates student- or faculty-led forums on campus or online with thought leaders and local speakers
- Institution solicits student feedback on types of service learning, volunteer efforts, or other opportunities of interest
- Institution provides transportation subsidies or other benefits to students engaged in volunteerism and internships/externships off campus
- Institution leadership actively promotes civic engagement in multiple forums
- Not applicable, institution exclusively offers graduate programs
- None of the above

Points Available: 0.26

---

## Employment Outcomes

With respect to employment outcomes, does the institution undertake any of the following activities?  
(check all that apply)

- Develop and implement strategies to improve placement outcomes
- Monitor workforce trends to ensure alignment between program offerings and workforce needs at least annually
- Survey employers in the fields of expected graduate placement regarding job growth, skills needed, likely wages, and other data at least annually
- Survey employers regarding satisfaction with graduates' performance and use the results for continuous improvement at least annually
- Provide opportunities and incentives for job-related experiences, such as internships and externships
- Provide resources (such as interviewing tips, career fairs and job leads) to assist students in their job search and career development
- Develop and strengthen relationships with employers to facilitate students' workforce preparation and transition
- Create and/or facilitate an alumni network
- Use data, including student feedback, to improve career services
- Other (please specify):
- None of the above

Points Earned: 0.52 of 0.52

---

## Student Satisfaction

Does your institution do any of the following with regard to student satisfaction?

- Use feedback to modify program offerings
- Use feedback to improve instruction
- Use feedback in faculty reviews
- Use feedback to modify student support services
- Student satisfaction not tracked/known

Points Earned: 0.13 of 0.13

IMPACT BUSINESS MODELS

## Student Outcomes - Impact Business Model

1.8

---

This section assesses the extent to which the institution delivers positive outcomes for its enrollees, particularly traditionally underrepresented groups, including their ability to progress to completion and achieve economic independence

## Underrepresented minorities

What percentage of the total student population are part of the below special interest populations?  
(may total more than 100%)

Underrepresented minorities

Underrepresented minorities

We do not track this

Points Available: 0.00

---

## First-generation college students

What percentage of the total student population are part of the below special interest populations?  
(may total more than 100%)

First-generation college students

First-generation college students

We do not track this

Points Available: 0.00

---

## Students with Some College

What percentage of the total student population are part of the below special interest populations?  
(may total more than 100%)

Students with some college, but no degree upon entry who have not enrolled in higher education in the past three years

Students with some college, but no degree upon entry who have not enrolled in higher education in the past three years

We do not track this

Points Available: 0.00

---

## Traditional Students

This is a REQUIRED question for accurate assessment scoring: What percentage of the total student population falls in one of the above special interest populations, and what percentage does not (traditional students)?

Traditional Students

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

Traditional Students

We do not track this

Points Available: 0.00

---

## Special Interest Populations

This is a REQUIRED question for accurate assessment scoring: What percentage of the total student population falls in one of the above special interest populations, and what percentage does not (traditional students)?

Special Interest Populations

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

Special Interest Populations

We do not track this

Points Available: 0.00

---

## Measure Student Learning

How does your institution measure student learning at the student, program and institution levels? How do internal and external assessments of student learning influence programmatic decisions, resource allocation, and continuous improvement?

Practicas individuales y proyecto final en grupo

Points Available: 0.00

---

## Assess Student Goals

Does your institution assess student goals (such as seeking a degree, career change or career advancement) upon institution entry and track student success in terms of whether or not students achieve their goals?

- Institution surveys students at designated intervals to assess the degree to which their goals are met
- Institution surveys alumni at designated intervals to assess the degree to which their goals were met
- Institution works with or surveys employers for information about student goals and career progression
- Institution has or has sought a partnership with one or more states for employment data to inform career impact assessment
- Institution does not assess student goals

Points Available: 0.36

---

## Remedial Education Courses and Support

With regard to remedial education courses and supports, which of the following are true? (check all that apply)

- Institution assesses incoming students' readiness for college-level work
- Institution offers remedial support concurrently with college-level classes in remediated subject
- Institution offers accelerated remedial courses
- Institution offers learning communities for students in need of remedial support
- Institution offers extra academic support to students who test below college-ready
- Institution offers remedial courses combined with job training
- Institution offers specialized advising and mentoring for students in remediation
- Other (please specify)
- None of the above
- N/A Institution does not offer remediation

Points Earned: 0.71 of 0.71

---

## Student Retention

With regard to student retention, which of the following are true? (check all that apply)

- Institution tracks student retention term-to-term
- Institution has specific policies and initiatives to boost retention
- Institution analyzes retention at least annually
- Institution sets retention targets
- Institution has met or exceeded retention targets
- Institution does not track retention

Points Earned: 0.43 of 0.71

---

## Program Completion

With regard to program completion, which of the following are true? (check all that apply)

- All degree/certificate programs measure and report on course completion
- Institution tracks interim program completion benchmarks
- The institution sets benchmarks for timely program completion
- Institution has documented early warning system procedures to address and assist students at risk of non-completion
- The institution encourages full-time degree-/certificate-seeking students to take enough credits per year to finish a bachelor's degree in 4 years or an associate degree in 2 years
- The percentage of students who complete their degree/certificate has increased in the past 5 years
- The percentage of students who complete their degree/certificate on time has increased in the past 5 years
- None of the above

Points Earned: 0.57 of 0.71

---

## Institutional Decisions on Programs

What criteria and evidence, such as completion rates, factor in to institution decisions on which programs to open, close or modify? How does the institution make such decisions?

Número de Matriculados, tasa de graduación, empleabilidad

Points Available: 0.00

---

## Employment Records and Graduate Data

With regard to graduates' employment records, has the institution done any of the following? (check all that apply)

- Sought partnerships with government agencies to obtain data on graduates' earnings and unemployment
- Secured partnerships with government agencies to obtain data on graduates' earnings and unemployment
- Surveyed graduates on their earnings and employment status
- Use a third-party service to verify survey data
- None of the above

Points Earned: 0.09 of 0.36

---

## Program 4

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the poverty line for an individual. Answer for all that is tracked. See help text for further information.

Program 4

Sensitive

---

## Program 2

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the poverty line for an individual. Answer for all that is tracked. See help text for further information.

Program 2

Sensitive

---

## Program 5

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the poverty line for an individual. Answer for all that is tracked. See help text for further information.

Program 5

Sensitive

---

## Program 1

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the poverty line for an individual. Answer for all that is tracked. See help text for further information.

Program 1

Sensitive

---

## Program 3

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the poverty line for an individual. Answer for all that is tracked. See help text for further information.

Program 3

Sensitive

---

## Compare Graduates Earnings

Does your institution compare graduates' earnings to regional averages by program or degree?

- Yes  
 No

Points Available: 0.36

---

## Average Net Price for Academic Year

What is the average net price for the most recent academic year?

What is the average net price for the most recent academic year?

Sensitive

---

## All graduates

What is the average debt burden for:

All graduates

All graduates

Sensitive

---

## Student Withdrawal of Records

What is the average debt burden for:

Students who withdraw and do not request records transfer to another institution within one year

Students who withdraw and do not request records transfer to another institution within one year

Sensitive

---

## Assistance to Drop Outs with Debt

What does your institution do to assist students who drop out while carrying debt?

Responsabilidad a Todos los Niveles en Compromisos Financieros: En nuestra empresa, asumimos una postura de responsabilidad integral, estudiante incluido. Nos dedicamos exhaustivamente a seleccionar solo socios financieros de confianza y a proporcionar una información detallada y completa sobre los compromisos financieros que nuestros estudiantes podrían asumir. Ofrecemos un apoyo constante desde el primer día, incluyendo asistencia emocional a través de grupos de autoayuda, para garantizar que los estudiantes tengan todas las herramientas necesarias para completar con éxito su formación. En casos de abandono, excepto por fuerza mayor, no promovemos el incumplimiento de los compromisos financieros con nuestros socios.

Points Available: 0.00

## Student Outcomes (Traditional Students) - Impact Business Model

IMPACT BUSINESS MODELS

5.4

---

## Percent of Remedial Students Pass

This is a REQUIRED question for accurate assessment scoring: What percent of students who were enrolled in remedial coursework, complete and pass college-level courses in the most recent academic year?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

This is a REQUIRED question for accurate assessment scoring: What percent of students who were enrolled in remedial coursework, complete and pass college-level courses in the most recent academic year?

We do not track this

Points Available: 1.43

---

## Student Retention Rate

This is a REQUIRED question for accurate assessment scoring: What is the student retention rate?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

This is a REQUIRED question for accurate assessment scoring: What is the student retention rate?

We do not track this

Points Earned: 1.43 of 1.43

---

## Primary Award Completion Rate

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students at your institution's primary award level?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students at your institution's primary award level?

We do not track this

Points Earned: 1.41 of 1.43

---

## Primary Award Completion Rate

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students at your institution's primary award level?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students at your institution's primary award level?

We do not track this

Points Available: 1.43

---

## Percent of Graduates Employed or in Continuing Education

What percent of graduates at your institution's primary award level goes on to employment, additional education (including transfer) or the military within one year of program completion?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- 0-79%
- 80-89%
- 90%+
- Not tracked/ Unknown

Points Earned: 1.43 of 1.43

---

## Rate of Graduates Default on Student Loans

This is a REQUIRED question for accurate assessment scoring: What is the rate of graduates that have defaulted on their student loans?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

This is a REQUIRED question for accurate assessment scoring: What is the rate of graduates that have defaulted on their student loans?

We do not track this

Points Earned: 1.19 of 1.43

---

## Percent of Students Withdrawn With Debt

This is a REQUIRED question for accurate assessment scoring: What percent of students in the past three year have withdrawn with debt incurred by attending the institution?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

This is a REQUIRED question for accurate assessment scoring: What percent of students in the past three year have withdrawn with debt incurred by attending the institution?

We do not track this

Points Available: 1.43

## Disclosure Questionnaire - Impact Business Model

IMPACT BUSINESS MODELS

**0.0**

---

The Disclosure Questionnaire is an unweighted group of Yes/No questions regarding potentially sensitive issues and is used for due diligence.

## Probation or Loss of Accreditation

Has your institution ever been placed on probation, lost accreditation, or lost and regained accreditation by any accrediting body? If so, please explain.

No

Points Available: 0.00

---

## Federal or State Investigation

Have your institution's marketing and/or recruitment practices ever been subject to a federal or state investigation? If so, please explain.

No

Points Available: 0.00

---

## Disclosure Questionnaire

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## Disclosure Industries

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Disclosure questions on specific production and trade.

## Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Tobacco

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tobacco

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

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## Disclosure Gambling

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Gambling

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Firearms Weapons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Firearms, weapons or munitions

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Pornography

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pornography

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

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## Disclosure Payday, Short Term, or High Interest Lending

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Payday, short-term, or high-interest lending

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

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## Disclosure Fossil Fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Mining

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Mining

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Nuclear Power or Hazardous Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Nuclear power, radioactive materials or hazardous waste

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Prisons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Prisons

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Whole Life Insurance

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Whole life insurance products

Select "Yes" only if the company earns 80%+ of its revenue from whole life insurance products.

Yes

No

Points Available: 0.00

---

## Disclosure Volunteer Placement to Orphanages

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Organizing volunteer programs to orphanages or child care organizations

Yes

No

Points Available: 0.00

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## Disclosure Tax Advisory Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tax advisory services

Yes

No

Points Available: 0.00

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## Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

Yes

No

Points Available: 0.00

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## Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

Yes

No

Points Available: 0.00

---

## Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

Yes

No

Points Available: 0.00

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## Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

Yes

No

Points Available: 0.00

---

## Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

Yes

No

Points Available: 0.00

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## Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

No aplica

Points Available: 0.00

---

## Disclosure Practices

Disclosure questions on sensitive practices.

### No formal Registration Under Domestic Regulations

Please indicate if your company engages in any of the following practices:

Company is not formally registered in accordance with all relevant regulations and requirements

If your company is a formally registered business, select "No."

Yes

No

Points Available: 0.00

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## Tax Reduction Through Corporate Shells

Please indicate if your company engages in any of the following practices:

Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments

Yes

No

Points Available: 0.00

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## Operates in conflict zones

Please indicate if your company engages in any of the following practices:

Company operates in conflict zones

Yes

No

Points Available: 0.00

---

## Sale of Data

Please indicate if your company engages in any of the following practices:

Company sells or provides access to consumer or user data

Yes

No

Points Available: 0.00

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## Facilities located in sensitive ecosystems

Please indicate if your company engages in any of the following practices:

Company facilities are located adjacent to or in sensitive ecosystems

Yes

No

Points Available: 0.00

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## Marketing of Breastmilk Substitutes

Please indicate if your company engages in any of the following practices:

Marketing of breastmilk substitutes

Yes

No

Points Available: 0.00

---

## Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

Yes

No

Points Available: 0.00

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## Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

Yes

No

Points Available: 0.00

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## Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

Yes

No

Points Available: 0.00

---

## Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138 ) and/or company does not keep personnel records that include evidence of the date of birth of each

Yes

No

Points Available: 0.00

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## Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

Yes

No

Points Available: 0.00

---

## Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

Yes

No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

No aplica

Points Available: 0.00

---

## Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

## On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

Yes

No

Points Available: 0.00

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## Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

Yes

No

Points Available: 0.00

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## Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

Yes

No

Points Available: 0.00

---

## Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

Yes

No

Points Available: 0.00

---

## Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- Yes  
 No

Points Available: 0.00

---

## Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- Yes  
 No

Points Available: 0.00

---

## Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- Yes  
 No

Points Available: 0.00

---

## Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- Yes  
 No

Points Available: 0.00

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## Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- Yes  
 No

Points Available: 0.00

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## Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- Yes  
 No

Points Available: 0.00

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## Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- Yes  
 No

Points Available: 0.00

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## Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- Yes  
 No

Points Available: 0.00

---

## Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

Yes

No

Points Available: 0.00

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## Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

Yes

No

Points Available: 0.00

---

## Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

Yes

No

Points Available: 0.00

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## Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

No aplica.

Points Available: 0.00

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## Supply Chain Disclosure

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Disclosure questions concerning the significant suppliers of the company

## Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- Yes
- No
- Don't Know

Points Available: 0.00

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## Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- Yes
- No
- Don't Know

Points Available: 0.00