



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

Company Name: Spring Bank
 Date Submitted: April 14, 2016

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following (check all that apply.)		
Any product or activity deemed illegal under host country laws or regulations		√
Gambling		√
Pharmaceuticals subject to international phase-outs or bans		√
Payday lending		√
Pornography		√
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		√
Penalties, Fines & Sanctions		
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies (check all that apply.)		
Diversity and equal opportunity		√
Employee safety or workplace conditions		√
Environmental issues		√
Financial reporting		√
Geographic operations or international affairs		√
Investments or Loans		√
Labor issues (internal and supply chain)		√
Marketing		√
Political contributions		√
Taxes		√
Bribery, fraud or corruption		√

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices (check all that apply.) If the statement is true, select "True." If false, select "False."		
Company is formally registered in accordance with domestic regulations	√	
Company has not reduced or minimized taxes through the use of corporate shells or structural means	√	
Company facilities are not located adjacent to or in sensitive ecosystems	√	
Company or company supplier does not employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)	√	
Overtime work for hourly workers is voluntary (not compulsory)	√	
Company or company suppliers do not use any workers who are prisoners	√	
Company allows workers to freely associate and to bargain collectively for the terms of one's employment	√	
Outcomes		
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years (check all that apply.) If the statement is true, select "True." If false, select "False."		
Company and Significant Suppliers has not had an operational or on-the-job fatality	√	
Company and Significant Suppliers' sites have not experienced any accidental discharges to air, land or water of hazardous substances	√	
No construction nor operation of company facilities and Significant Suppliers' facilities have resulted in the relocation of any individuals or households near your facility	√	
No material litigation against company	√	
No material recalls due to quality control issues	√	

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Spring Bank

UPDATED AS OF:

April 14th, 2016

ISSUE DATE	May 7th, 2012
ISSUE DESCRIPTION	Affiliation with the former Broadway Bank and FDIC lawsuit
SUMMARY OF ISSUE	<i>Demetris Giannoulis who is the CEO of Spring Bank , was formerly the President and CEO of Broadway Bank of Chicago, Illinois. Broadway Bank sustained losses as a consequence of the great recession and was closed by Illinois Department of Banks in April 2010. The FDIC was appointed receiver and sold the assets to another institution. In its capacity as receiver the FDIC sued the officers and directors of Broadway Bank including Mr. Giannoulis, alleging negligence associated with certain loans. The Directors and officers of Broadway Bank maintained that the lawsuit was unjustified, however both parties mutually agreed to a settlement in December of 2015.</i>
SIZE/SCOPE OF ISSUE (e.g. \$, # of individuals affected)	
RESOLUTION	<i>The lawsuit was settled by the parties in December 2015. No related matters are pending.</i>
IMPLEMENTED MGT PRACTICES	The lawsuit did not involve Spring Bank
REPORT	https://www.fdic.gov/about/freedom/plsa/il_broadwaybankconlondcostadry.pdf
OTHER MANAGEMENT COMMENTS	