

2007 Goals	Progress in 2007	2008 Goals/Targets
<b>Economic</b>		
Grow our client base and revenue by more than 40% in 2007	<ul style="list-style-type: none"> <li>● Grew revenues by 57% over those of 2006</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2008 revenues to triple those of 2006</li> <li>▪ Implement and fund retirement account for employees</li> </ul>
<b>Social</b>		
<p>Compile and update all company policies and create an associates handbook, to include:</p> <ul style="list-style-type: none"> <li>▪ code of business conduct and ethics</li> <li>▪ security and emergency response policies and procedures</li> <li>▪ human resources policies and procedures</li> <li>▪ environmental policy and procedures</li> <li>▪ health and safety policy and procedures</li> </ul>	<ul style="list-style-type: none"> <li>● Completed employee handbook in December 2007 and issued it to employees January 2, 2008. The handbook covers code of conduct, security, human resources, and health and safety</li> </ul>	<ul style="list-style-type: none"> <li>▪ Complete environmental policy and incorporate into Employee Handbook</li> <li>▪ Revise/update Employee Handbook as appropriate</li> </ul>
Participate in at least one pro-bono or reduced-rate project with a sustainability-oriented nonprofit or university per year	<ul style="list-style-type: none"> <li>● Women's Network for a Sustainable Future (WNSF). Attended annual summit and contributed a pro-bono write-up of the event</li> <li>● Provided reduced-rate services for the Galvin Electricity Initiative to develop a distribution and awareness-raising strategy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Work with the Yale Center for Business and the Environment to coordinate a sustainability practicum (linking a corporate partner with students to complete a one-semester project)</li> <li>▪ Continue work with the WNSF</li> <li>▪ Provide services to not-for-profit organizations</li> </ul>
<p>Thought leadership</p> <ul style="list-style-type: none"> <li>▪ Advance the practice of corporate responsibility strategy and communications through research, writing, and speaking</li> <li>▪ Help integrate financial and corporate responsibility communications</li> <li>▪ Share career/professional knowledge with undergraduate and graduate students interested in entering the corporate responsibility profession</li> </ul>	<ul style="list-style-type: none"> <li>● Speaker at the Enablon World User's Conference (addressing the topic of materiality in corporate responsibility strategy and communications), Paris, France, April 2007</li> <li>● Panelist at the Conference Board EHS Council meeting in Atlanta, Georgia, in October 2007</li> <li>● Panelist at the 15th Annual Net Impact conference in Nashville, Tennessee, in November 2007</li> <li>● Speaker at Yale University's undergraduate career networking event in November 2007</li> </ul>	<ul style="list-style-type: none"> <li>▪ Host a day-long forum on transparency and disclosure for investor relations and legal professionals</li> <li>▪ Participate as a panelist or speaker in two or more corporate responsibility conferences or events per year</li> <li>▪ Publish articles in the corporate responsibility press</li> <li>▪ Engage with academic institutions and organizations promoting awareness of career opportunities in corporate responsibility</li> <li>▪ Establish a Framework:CR blog</li> </ul>

2007 Goals	Progress in 2007	2008 Goals/Targets
	<ul style="list-style-type: none"> <li>● Conducted 7 informational interviews with graduate students</li> <li>● Published 11 reviews and articles for <i>Ethical Corporation</i> magazine and Sustainable Life Media, an online publication</li> </ul>	dedicated to advancing and integrating corporate responsibility in business
<b>Environmental</b>		
Eliminate carbon emissions associated with electricity sourcing	<ul style="list-style-type: none"> <li>● Switched to a green power provider to supply electricity for office use</li> </ul>	
Evaluate whether to purchase carbon offsets	<ul style="list-style-type: none"> <li>● Evaluated feasibility and value of purchasing carbon offsets. Given evolving and uncertain nature of offset certification schemes, offsets were not purchased</li> </ul>	<ul style="list-style-type: none"> <li>▪ Revisit offset purchase decision. Consider additional ways to mitigate greenhouse gas emissions</li> </ul>
Develop a system to track the use, reuse, recycling, and disposal of office waste	<ul style="list-style-type: none"> <li>● Informal tracking system established</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evaluate effectiveness of informal tracking system, institute additional controls as necessary</li> </ul>
Establish and implement purchasing policy for office equipment and paper	<ul style="list-style-type: none"> <li>● Informal sourcing strategy for environmentally preferable products</li> </ul>	<ul style="list-style-type: none"> <li>▪ Formalize purchasing policy and incorporate into the Employee Handbook</li> </ul>
		<ul style="list-style-type: none"> <li>▪ Configure computer systems to decrease energy use and improve energy efficiency</li> </ul>

**Legend**

- Accomplished
- Partially accomplished
- Not accomplished