

2018 Annual Benefit Report

Submitted April 30th, 2018



507 W. Washington Blvd.
Montebello, CA 90640



David Rosenstein, CEO

Adam Ryznar, COO

ABOUT US

We are a passionate team of service people that care deeply about delivering exemplary, sustainable maintenance solutions for commercial carpet and other interior finishes and furnishings in order to maximize the appearance, performance, and health of our partners' workplaces. We have cared for our partners by providing extraordinary quality and service with the best satisfaction guarantee in the industry. In 2018, we continued to stay true to this mission while achieving our general and specific public benefit without hinderances. As required, we utilized B Corporation B-Impact Assessment (BIA) <https://bimpactassessment.net/> as our Third-Party Standard to assess our positive impact on society and the environment. We achieved a successful recertification on July 9th with a score 86.1 which was an improvement from our last score of 84.8.

B Impact Assessment Scores

 Governance 14.1	
Mission & Engagement	1.3
Corporate Accountability	0.4
Ethics	1.1
Transparency	1.1
+ Mission Locked	10.0
 Workers 18.9	
Compensation & Wages	7.0
Benefits	4.1
Training & Education	1.2
Worker Ownership	2.1
Management & Worker Communication	1.6
Job Flexibility/Corporate Culture	1.3
Occupational Health & Safety	1.1





Community

20.1

Job Creation	1.0
Diversity & Inclusion	3.9
Civic Engagement & Giving	4.9
Local Involvement	5.3
Suppliers, Distributors & Product	4.9
+ Local Economic Development	N/A



Environment

32.8

Land, Office, Plant	6.9
Inputs	6.3
Outputs	1.9
Transportation, Distribution & Suppliers	2.1
+ Environment Products & Services Introduction	N/A
+ Toxin Reduction / Remediation	14.1
N/A Points	1.3



Customers

0.0

+ Serving in Need Populations	N/A
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The B Impact Scores are being compared against all businesses that have completed the B Impact Assessment



CERTIFIED B CORPORATIONS

“Certified B Corporations are a new kind of business that balances purpose and profit. They are legally required to consider the impact of their decisions on their workers, customers, suppliers, community, and the environment. This is a community of leaders, driving a global movement of people using business as a force for good.” ~www.bcorporation.net



WHO WE ARE

Accountable. Trustworthy. Respectful. Innovative. Expert. Collaborative. Reliable. We serve as a model of how an enterprise can, while remaining profitable, be caring, equitable, and sustainable for our partners, employees, community, and planet.

Achieving our vision and mission requires:

- **Providing world class quality and service**
- **Long-term employees that a cared for, respected, empowered, and acknowledged**
- **Maximizing the potential of all employees through encouragement, mentoring, education, and opportunity**
- **Being exemplary stewards of the planet**
- **Being a problem solver and solution provider**
- **Communication that is timely, honest, accurate, and concise**
- **Sharing our beliefs and best practices with others**
- **Outstanding appearance in every aspect of our business**
- **Making a reasonable profit without compromising our ethics**
- **Continual evaluation, training, and improvement**
- **Embracing diversity**
- **Showing generosity, kindness, love, and thanks**





Sustainability, in its myriad meanings,
is what defines Intex Solutions.

Our policies and procedures are developed with the
long-term implications for people, the built environment, and planet
as a guiding principal.

We **preserve, protect, and maximize the life**
of our clients' interior furnishings and finishes.

We enthusiastically **support our employees'**
physical, emotional, intellectual, familial, and financial well-being.

We actively **participate in and contribute to the communities**
where we live and do business.

Exemplary environmentally responsible practices permeate
all characteristics of our business including
the use of our proprietary Green Seal Certified **EcoTex Cleaning Solution**.

Sustainability is our core focus and woven into every aspect of our daily practices.



HIGHLIGHTS

- **Offset our entire carbon footprint through Carbonfund**
- **Increased wages**
- **Launched PayActive allowing employees to access earned wages with minimal fees**
- **Became a Legal Benefit Corporation**
- **40% of the company's Board of Directors are women**
- **Hosted our 2nd annual community appreciation event**
- **Received education through establishing a connection with our B Local Los Angeles chapter**
- **Completed fun team building events and leadership training**
- **Enhancements were made in our training and orientation programs**
- **Safety committee programs resulted in a safer workplace and drastically reduced XMOD.**
- **Sustained the following initiatives:**
 - **use of Green Seal Certified EcoTex as our primary cleaning solution**
 - **drive low-emission hybrid and electric vehicles**
 - **healthcare for full time employees**
 - **health and wellness programs**
 - **monthly profit sharing**
 - **year end bonuses**
 - **annual profit sharing contribution**
 - **donations of at least 1% of annual profit**

STATEMENT FROM THE BOARD

The Board of Directors of Intex Solutions, Inc. prepared the following statement pursuant to Sections 14630 and 14621 of the California Corporations Code, “In the opinion of the Board of Directors of Intex Solutions, Inc. the benefit corporation succeeded in pursuing its general public benefit purpose in all material respects during the period covered by this report.”