

# 2018 B IMPACT REPORT



TMI Consulting, Inc. specializes in creating inclusive workplaces and communities. We believe that diversity, human equity, and cultural competence help optimize organizational development. Our team of consultants, trainers, coaches, and facilitators have years of adult learning experience—combining the latest learning principles with our instructional design and delivery.

## 2018 IMPACT STATEMENT

Six years of B Corp certification has taught us how we grow our business matters. It isn't always about profit. How we treat our employees and the way we care for the TMI family is that paramount. Our relationship to the community we serve is more important than the goals that drive executives in other for-profit business sectors.

We earned the B Corp 'Best for the World- Overall' Award in 2018 for ranking in the top 10 percent of all B Corps worldwide in the 'Overall' and 'Governance' categories. We earned those honors because we prioritize people over profit, transparency over protectiveness, and community over company.

Becoming a B Corp remains the single greatest decision we have ever made for TMI. Our commitment to the triple bottom line philosophy remains as strong as ever. And we are honored to be in the company of industry leaders and global pioneers who share our values. Making the world a more equitable, compassionate place is not easy, but with the collective power of like-minded leaders and employees, we can make that dream a reality.

A handwritten signature in black ink, appearing to read 'Tiff'.

**TIFFANY JANA**  
CHIEF EXECUTIVE OFFICER  
TMI CONSULTING, INC.



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## B IMPACT MEASURES

### ENVIRONMENT

The Environment section of the Assessment evaluates a company's environmental performance through its facilities; materials, resources, and energy use; and emissions. Where applicable, it also considers a company's transportation/distribution channels and environmental impact of its supply chain. This section also measures whether a company's products or services are designed to solve an environmental issue, including products that aid in the provision of renewable energy, conserve resources, reduce waste, promote land/wildlife conservation, prevent toxic/hazardous substance or pollution, or educate, measure, or consult to solve environmental problems.



### WORKERS

The Worker section of the survey assesses the company's relationship with its workforce. This section measures how the company treats its workers through compensation, benefits, training, and ownership opportunities provided to workers. It also focuses on the overall work environment within the company through management/worker communication, job flexibility and corporate culture, and worker health and safety practices.



### CUSTOMERS

The Customers section of the Assessment measures the impact a company has on its customers. This section focuses on whether a company sells products or services that promote a public benefit, and if those products/services are targeted towards serving under-served populations. Questions in this section will measure whether a company's product or service is designed to solve a social or environmental issue (e.g. improves health, preserves environment or creates economic opportunity to individuals or communities, promotes the arts/sciences, or increases the flow of capital to purpose-driven enterprises).



### COMMUNITY

The Community section of the survey assesses a company's impact on its community. The Community section evaluates a company's supplier relations, diversity, and involvement in the local community. The section also measures the company's practices and policies around community service and charitable giving. In addition, this section includes if a company's product or service is designed to solve a social issue, including access to basic services, health, education, economic opportunity, arts, and increasing the flow of capital to purpose-driven enterprises.



### GOVERNANCE

The Governance section of the Assessment evaluates a company's accountability and transparency. The section focuses on the company's mission, stakeholder engagement, and overall transparency of the company's practices and policies.



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## TMI INITIATIVES AND GOALS

### ENVIRONMENT

TMI continues to advance our sustainability practices efforts to go digital and avoid excessive paper usage. Our client tracking system and proposal system have gone paperless.

This year we will be working to relocate our offices. As we search for a new location, our goal is to move into an office space with the ability to support the reduction of water and energy consumption.

In the meantime, we look to create less waste in our current offices by reducing use of aluminum and plastic consumption as well as completely eliminating single-use plastics from our office kitchen.



### WORKERS

TMI Consulting is proud to roll out retirement plans to all full time employees with 3% matching. We strongly believe in promoting work/life balance. In the next year, we plan to improve that balance by incorporating rotating Fridays off for all our employees during the Summer to allow more family time.

While all employees average 40 volunteer hours a year, we anticipate our average to increase to 50 hours a year as we grow our efforts to give back to our communities.



### CUSTOMERS

This year we have expanded our customer education processes to include a new digital strategy. Our social media, outreach campaigns, and newly created webinars provide different opportunities for individuals to learn in the medium of their choice.

We will continue to expand our webinar library, and supporting customers by keeping them up to date with the latest research, articles, and best practices. TMI will also continue to encourage feedback from our clients, while looking to how our sessions and keynotes have an effect on each company's culture.



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## TMI INITIATIVES AND GOALS

### COMMUNITY

TMI Consulting is proud of to call Richmond, Virginia home. Richmond has a rich network of local businesses. We work with local vendors and bank with a local institution.

The work that we do is industry and sector agnostic. This allows us to work with a greater variety of companies and organizations. Our goal this year is to continue to find ways to work with underrepresented populations and underserved communities in both domestic and international markets.

We are looking at how we can improve our processes and this year we hope to improve metrics on post-project feedback for independent contractors to better assist clients as they move forward.



### GOVERNANCE

TMI continues to be proud of it's governance score, we are consistently looking for ways to improve. While the nature of our business relies heavily on client anonymity, we will work to seek out new ways to publically share our societal impact.

To improve on our scores this year, we plan to implement stronger internal transparency. Additionally, we continue to monitor our performance regularly throughout the year to help us stay on track towards reaching our annual goal.

