



General Benefit Corporation

2018 Annual Report

Prepared March 2019

Minneapolis, Minnesota

Version 1.0

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Version 1.1

Minor text corrections having no impact on report context
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Listed: GRI Sustainability Disclosure Database

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General Disclosures

GRI 102: General Disclosures

Disclosure 102-1 Name of the organization

Oz Technology Company GBC

Disclosure 102-2 Activities, brands, products, and services

The company provides web hosting, web management, communication strategy, technology consultation, photography, video, audio, and media production services.

Disclosure 102-3 Location of headquarters

**2310 Aldrich Ave S
Minneapolis, MN 55405
United States**

Disclosure 102-4 Location of operations

United States of America

Disclosure 102-5 Ownership and legal form

David Riviera owns 100% of the company shares. The corporation is an S-Corp under Minnesota Statute 302A.

Disclosure 102-6 Markets served

The company primarily serves nonprofit organizations in the Minneapolis-St. Paul metro area. Web hosting services are offered online to individuals and organizations in any location.

Disclosure 102-7 Scale of the organization

The company has one employee: the owner, CEO, and shareholder.

There is one operation site.

Net sales: \$18,773.

Total capitalization: Debt: \$0 Equity: \$0; the organization holds no assets, debts, liabilities, or equity.

Quantity of Products: 0; the organization does not sell products.

Quantity of Services:

Web Management Clients (excludes website hosting; some clients may also have hosting)

- **Retained customers: 2**
- **Customers by time & materials: 1**
- **Pro bono clients: 3**

Website Hosting

- **Paid Hosting Sites: 2**
- **Pro Bono Hosting Sites: 6**

Disclosure 102-8 Information on employees and other workers

1 employee, permanent FTE, male, Minnesota, United States

Disclosure 102-9 Supply chain

Virtual Private Server Providers

Los Angeles, CA
Managed Virtual Private Server, \$600/yr
Ongoing technical support for server administration.

The Managed VPS provides the core technology platform for hosted websites.
Website services are resold that operate on the managed VPS.

New York, NY
Unmanaged Virtual Private Servers, \$120/yr
Distributed redundant network services

Galloway, NJ
Unmanaged Virtual Private Servers, \$120/yr
Distributed redundant network services

Disclosure 102-10 Significant changes to the organization and its supply change

Oz Technology Company merged with Zulu International LLC on January 1, 2018 to form Oz Technology Company GBC. Both entities were solely owned and operated by David Riviera at the present location.

Disclosure 102-11 Precautionary Principle or approach

The company has not applied the Precautionary Principle directly. However, the following Operation Philosophy has been incorporated:

Oz Technology Company operates under the following principles:

- **Humans are natural beings**
- **Technology is created by human activity**
- **The world in which we live is affected by the technology we create**
- **We must accept responsibility for the impact technology has on our environment**

Disclosure 102-12 External initiatives

Oz Technology Company made a non-binding, voluntary commitment to the Minnesota Tech Diversity Pledge on November 17, 2017. David Riviera, sole owner and shareholder, initiated and executed this pledge to improve workplace diversity throughout the community. This supports Material Topic GRI 405: Diversity and Equal Opportunity.

Disclosure 102-13 Membership of associations

Minnesota Council of Nonprofits
Associate Member

National LGBT Chamber of Commerce
Certified LGBT Business Enterprise®

NOAA
Weather-Ready Nation Ambassador™

Small Business Enterprise (SBE)
Central CERT Certification Program

Twin Cities Quorum
Small Business Member

*Disclosure 102-14 Statement from senior decision-maker***SPECIFIC BENEFIT PURPOSE**

Upon selection of the General Benefit Corporation status on January 1, 2018, the corporation elected a specific public benefit purpose of *building awareness about the impact technology has on the world around us.*

This specific public benefit may be executed through direct means by promoting the use of communication technology to connect people and provide opportunities, or to enable stakeholders to use technology to spread their messages and expand their missions. These two examples demonstrate internal and external topic Boundaries, respectively.

The corporation established four statements the embolden this specific public benefit:

WHO WE ARE

Oz Technology Company is a team dedicated to the exploration of weather, climate, technology, and the human impact on Earth.

WHAT WE DO

We raise awareness about the impact technology has on the world around us.

MISSION

We aim to find a balance between technology and nature.

METHOD

As a communication technology specialist, our most important impact is helping others achieve their goals in distributing information and education materials effectively and efficiently.

While reviewing the first year as a reporting organization, the company presented the following questions to customers to evaluate the impacts the company has made on various sectors.

- **How has technology helped your organization, your mission, and your purpose?**
- **What impact has technology had on the growth of your organization?**
- **Do you notice a change in you and your organization as a result of using technology?**
- **What role has Oz Technology Company had in this?**

The company recognizes there are many facets to technology and the environment that stakeholders may be involved with, and many may be external to this reporting organizations purview. Shared values in protecting the natural resources we have from harmful effects of technology and using innovative technologies to protect and restore nature are shared values bringing together this corporation and its stakeholders.

Two stakeholders prepared short testimonials to outline how Oz Technology has impacted their mission and growth. First, Climate Generation: A Will Steger Legacy, a nonprofit in Minneapolis:

Climate Generation: A Will Steger Legacy has been working with Oz Technology Company to provide our website and communications support for five years. During this time, the organization has doubled in size and has gone through two website renovations. Climate Generation's mission to empower individuals and their communities to engage in solutions

to climate change happens at the local, state, national and international level. Providing our programming and education materials globally, it is critical that we seamlessly deliver our content through an accurate, secure, and user-friendly web interface. Working with Oz Technology has allowed us to meet this demand for consistent and reliable web support along with professional communications so that we can continue to focus on our critical mission.

**Nicole Rom
Executive Director
Climate Generation: A Will Steger Legacy
Minneapolis, MN**

Then Arete Academy, a private school for twice-exceptional students:

We met David from Oz Technology at a fundraiser in February 2018. Several of our staff members talked with David and had several things in common including concerns for the environment and climate change. After several follow-up conversations we were lucky enough to have David provide us with a new website for our school pro bono.

We are a non-profit organization and creating a new website for our school was not within our budget. We are very grateful for David and Oz Technology for donating the time and resources to help our school interface with the community and provide updated and accurate communication via our website.

Since our new website has been up and running we are receiving more inquiries about our school. Our summer registration is also now online which is saving us countless hours of having families register by phone or mail. We understand that a website is often the first impression for anyone interested in a business or a service. Due to David and Oz Technology we are now proud of the way our website represents our school. We wish future development and opportunity for David and Oz Technology.

**Leah Brzezinski Ed. D., SLP-CCC
Executive Director
Arete Academy
Minneapolis, MN**

THIRD-PARTY STANDARDS

The corporation reviewed a variety of industry-standard reporting methods based on Internet research of sustainable reporting methods for public benefit corporations. A decision to use the Global Reporting Initiative (GRI) Standard was made based on the clear outline of reporting requirements and thorough details of reporting methods. The use of GRI Standards is free, allows for future growth and evaluation, and is an independent, globally recognized standard. As seen in the Material Topics GRI 405: Diversity and Equal Opportunity and GRI 413: Local Communities, social impact was created by demonstrating how technology can be used to promote social justice for underrepresented populations in the local community.

BOARD REVIEW AND APPROVAL

Given the unique governance and structure of the corporation, the preparer of this report is also the CEO and chairman/sole member of the board. Therefore, this report has been reviewed and approved by all necessary parties.

Disclosure 102-16 Values, principles, standards, and norms of behavior

Diversity is a primary value. We encourage communication to ensure representation is built on the basis of inclusion: we look for underrepresented individuals to express their needs.

Disclosure 102-18 Governance structure

The company is governed by the founder and sole shareholder, who serves as the chairman of the board, CEO, and only employee.

Disclosure 102-40 List of stakeholder groups

Stakeholder groups involved with the organization include:

- **Customers**
- **Associations**
- **Community Members**
- **Government Agencies**
- **Consultants and Advisors**

Disclosure 102-41 Collective bargaining agreements

There are no employees covered by collective bargaining agreements.

Disclosure 102-42 Identifying and selecting stakeholders

The company sought out stakeholders with shared values towards diversity, social justice, equity, and environmental protection. Stakeholder groups were defined by either stakeholders' relationship to their company, stakeholder relationships with each other, or stakeholder identity.

Disclosure 102-43 Approach to stakeholder engagement

Customers are consulted as frequently as possible or needed for project needs. This frequency can be daily, weekly, monthly or greater, depending on project needs. Some clients were consulted to participate in this report preparation.

Associations are engaged as needed for membership management. Associations connect the reporting company with similar organizations.

Communication with Community Members, Consultants, and Advisors is often ad hoc as needed for professional and organizational development.

Contact with Government Agencies varies depending on programming needs and relationship management guidelines. This can vary from monthly meetings face-to-face, to simply receiving quarterly communications.

Disclosure 102-44 Key topics and concerns raised

Customers are the core stakeholder group with key topics and concerns the company addresses most often and directly. The primary concern raised is reliability of staff availability during client business hours. The concern that company services need to be available as needed is crucial to customers with fast-paced businesses that face frequent changes and last-minute updates with little prior notice. The company has worked to reduce response time to email requests from a few days to just a matter of hours.

Community Members have raised concerns about local government decision making. This is an external factor that the company has no control over. However, this is one social impact the company has worked to improve: raising the community voice for social justice.

Advisors continue to express concern about the financial stability of the company. An increase in customers and net sales has been identified as a primary goal for 2019.

Disclosure 102-45 Entities included in the consolidated financial statements

The consolidated financial statement includes information on Oz Technology Company GBC.

Disclosure 102-46 Defining report content and topic Boundaries

This is the first sustainability report by the organization. There is no prior reporting mechanism to compare to, so the focus of this report to identify *who* the reporting organization is, *how* the reporting organization fits into the community, and *the process* for developing this report.

The company has selected Diversity and Equal Opportunity (GRI 405) and Local Community (GRI 413) to establish the identity people within the corporation, to demonstrate the relationship to stakeholders, to establish a place in the community that these people belong, and to establish competence in the topics.

Ultimately, the successful impacts of this company will be found within the efforts and work of customers. The company works primarily to help nonprofits achieve their goals by providing specialized technology support where it would otherwise not be available. Technology was used to make a social impact for customers with specific focus on social and environmental justice in local communities.

Disclosure 102-47 List of material topics

- **GRI 405: Diversity and Equal Opportunity**
- **GRI 413: Local Communities**

Disclosure 102-48 Restatements of information

This disclosure is not applicable because there have been no previous reports.

Disclosure 102-49 Changes in reporting

This disclosure is not applicable because there have been no previous reports.

Disclosure 102-50 Reporting period

The reporting period is January 1, 2018 to December 31, 2018.

Disclosure 102-51 Date of most recent report

This disclosure is not applicable because this is the first report prepared by the corporation.

Disclosure 102-52 Reporting cycle

The corporation has an annual reporting cycle.

Disclosure 102-53 Contact point for questions regarding the report

For questions regarding this report or its contents, contact:

**David Riviera
Owner, CEO, and President
2310 Aldrich Ave S
Minneapolis, MN 55405
wizard@oztechco.net**

Disclosure 102-54 Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Core option.

Disclosure 102-55 GRI content index

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GRI Standard	Disclosure	Page number(s)/URL(s)	Omission
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	Disclosure 102-48 Restatements of information	9	This disclosure is not applicable because there have been no previous reports.
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	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	13	Information unavailable because there is only one employee.
Local Communities			
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	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	14	This disclosure is not applicable because there are currently no operations with significant actual and potential negative impacts on local communities.

Disclosure 102-56 External assurance

There is no current practice for external assurance of reporting standards. This reported has not been externally reviewed or assured. Future growth may warrant justification for external review. The report is listed in the Global Reporting SDD and GRI Standards-only databases.

Material Topics

Diversity and Equal Opportunity

GRI 103: Management Approach

Disclosure 103-1 Explanation of the material topic and its Boundary

Diversity and Equal Opportunity, or Diversity and Equity, became a material topic upon completion of an Advanced Certificate in Equity and Diversity by this reporting organization's

Founder and Chief Executive Officer. While this company does operate with a single employee currently, intentions are to grow with a focus to value a diverse workplace. This will be a direct responsibility of the existing senior leadership to monitor and abide to this commitment.

Disclosure 103-2 The management approach and its components

In committing to Diversity and Equal Opportunity, the organization has taken several steps to set the foundation to ensure future growth. The CEO obtained an Advanced Certificate in Equity and Diversity along with their Master of Education in Youth Development Leadership. They committed the organization to the Minnesota Tech Diversity Pledge, a voluntary and non-binding pledge to promote diversity within the tech sector. The organization is a Certified LGBT Business Enterprise® by the National LGBT Chamber of Commerce.

Until company growth comes to fruition, there are no established policies for the company of one.

Disclosure 103-3 Evaluation of the management approach

Until the organization grows and has multiple employees to assist in evaluating management approaches, it is difficult to assess this topic.

GRI 405: Diversity and Equal Opportunity

Disclosure 405-1 Diversity of governance bodies and employees

The company has one employee. That employee is male, 30–50 years old, and is a member of the GLBTQIA+ group.

100% of the employees are male. 100% of the employees are 30–50 years old, and 100% of the employees identifies as GLBTQIA+.

Disclosure 405-2 Ratio of basic salary and remuneration of women to men

Information unavailable because there is only one employee.

Local Communities

GRI 103: Management Approach

Disclosure 103-1 Explanation of the material topic and its Boundary

Customers are the organizations primary stakeholders. These customers are primarily nonprofits that work in their local communities. It is the working philosophy of Oz Technology to bring technology to nonprofits to help them reach their communities. Therefore, the social impacts are directly linked through business relationships.

Disclosure 103-2 The management approach and its components

A very personable relationship is maintained with each customer to ensure their specific needs are met. Each customer knows their community best, so it is important that their insight is utilized, and their needs are met. In this way, customers become Oz Technology's own local community.

Customers rely the reporting organization to complete critical tasks in areas of communication and online publication to deliver essential messages about their missions and programs. Oz Technology strives to respond to as many tasks as possible on the same day, and to complete all work within 24 hours.

Some customers require more in-depth management of project management, and monthly or bi-weekly check-in sessions may be held.

Disclosure 103-3 Evaluation of the management approach

The primary evaluation of approaches is found in the satisfaction of customers and their program success. After major projects, debriefing sessions will be used to discuss the strengths and weaknesses of the process.

There have been no results or adjustments to any approaches worthy of reporting. They have been case specific, and none indicative of organizational change.

GRI 413: Local Communities*Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs*

The reporting organization currently has 0% of the operations with direct implemented local community engagement, impact assessments, and/or development programs. This work is done indirectly through customers, with support by the reporting organization. As such, our work provides support in communication, but not in the direct community engagement components mentioned above.

Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities

This disclosure is not applicable because there are currently no operations with significant actual and potential negative impacts on local communities.