

HENKELS LAW LLC

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INTRODUCTION

On April 3, 2014, Henkels Law (www.henkelslaw.com) became an Oregon benefit company. The information reported here is from 2019 and some of 2020. The third party certifier is Oregon Benefit Corporations for Good. Henkels Law serves clients by informing and advocating for them in Indian and tribal, energy and utility, and small business law and contracting. Henkels Law is a certified Oregon Certification Office for Business Inclusion and Diversity ("COBID") Woman-owned Business Enterprise and Emerging Small Business. Diane Henkels, Attorney, continued representing Small Business Utility Advocates (www.utilityadvocates.org) in the Pacific Northwest.

GENERAL AND SPECIFIC PUBLIC BENEFIT

Oregon Revised Statute 60.750(3) defines general public benefit as a material positive impact on society and the environment, taken as a whole, from the business and operations of a benefit company. The statute also allows a benefit company to identify a special public benefit.

HIGHLIGHTS

In 2019, Henkels Law received the Oregon State Bar Pro Bono Award for single attorney firm, and was a Campaign for Equal Justice Champion for earning top prize for most funds raised at Laf Off, a fun biennial stand up comedy event. Diane Henkels was appointed to Federal District Court of Oregon Rules Committee. Henkels Law received several referrals and invitation to speak from other lawyer colleagues, experts in those subject areas. It was great to be part of an excellent and strong Oregon State Bar Sustainable Future Section Continuing Legal Education Program with almost 100 participants.

2019 saw Henkels Law operations in its three subject areas of emphasis. For small commercial electric utility companies we worked to strengthen Small Business Utility Advocates' voice before the Public Utility Commission of Oregon detailing why it is fair and important to have this customer group a regular part of electric utility regulatory proceedings. As an advocate in certain tribal courts, Henkels Law supported a client through the process of challenging an employment determination and earned a win in tribal court with the court awarding a preliminary injunction and a strong statement in favor of client's case. Though the case was eventually dismissed by the tribal appellate court a new tribal ordinance now has authoritative case law to guide new cases, and that case law is roughly in step with principles of protecting employees from employment discrimination. As a state court courtroom advocates Henkels Law witnessed completion of a long litigated case with the results the client had desired all along.

GENERAL PUBLIC BENEFIT

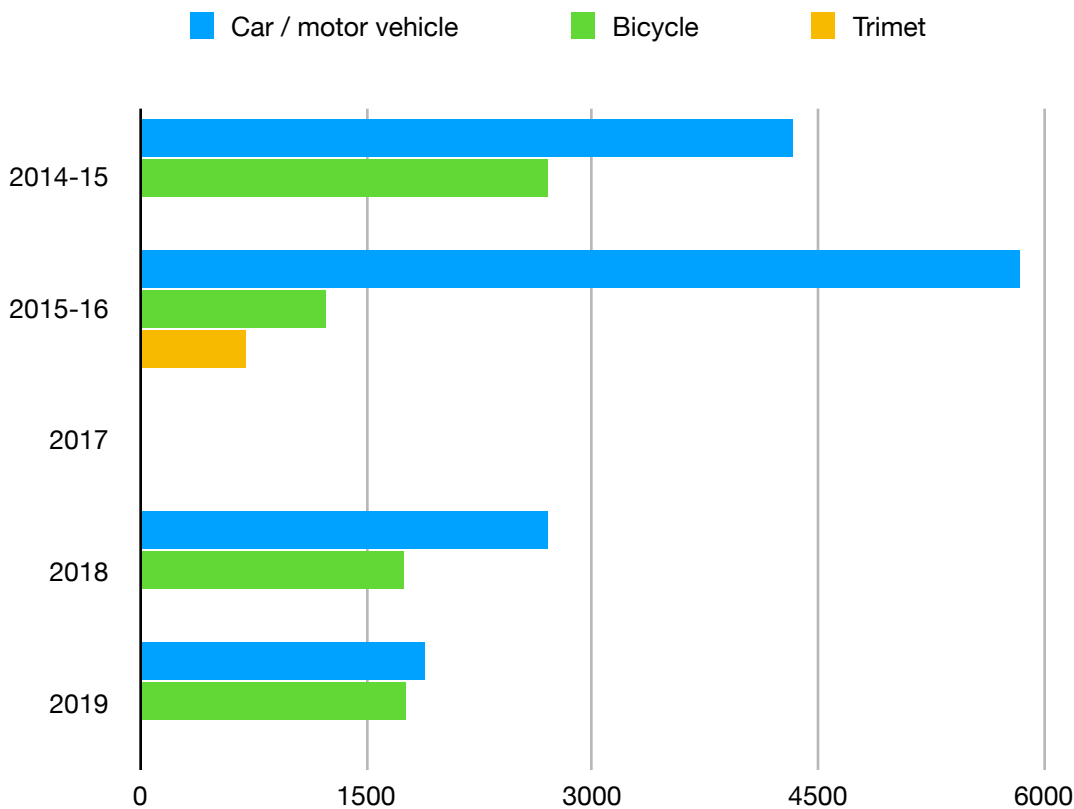
Through our services and operations, Henkels Law provides a material positive impact on society and the environment as follows:

TRANSPORTATION: See Chart re Travel

Increased car share so others can try an EV

Biking—carbon avoided per ECF.com is 2,837 lbs for 1,750 bicycle commuting miles

Our company offset 100% of its unavoidable emissions associated with airline travel round trip to Utah, southern California,



WASTE, PAPER, AND TOXICS REDUCTION

Still using 100% paper

New: Sourced 100% post-consumer or very high level recycled content biz envelopes

ENERGY EFFICIENCY / ENERGY

The company communicates with building management

New per Portland Appendix A: BUILDING REPORT—ENERGY PERFORMANCE REPORT

SUSTAINABLE SOURCING AND PROCUREMENT

Contractors: Huber, Assured Bookkeeping, Huffman CPA; interpreters: Ayni Amir, Abdi Mohamed, Ahmed ; psychologists. Guastadisegni, Dillon, Sacks; investigators Jen Trezza, Shannon Getman; website/work: Canvas Host, Waterlink Web; Masseuse Torria Lee; Caterer: Miss'ppi Chefs; Portland Peace Corps

Agreed to raise shared office staff salary.

Obtained Apple Conflict Mineral Reports 2018 and 2019 due to office equipment being Apple products which include coltan collected from the Democratic Republic of Congo and a neighbor to Central African Republic, a part of the world that is a focus of Henkels Law.

EDUCATION

Chaired sustainability Continuing Legal Education programs on Recycling for Lawyers and Law Offices — including a legal ethics component.

Chaired a small business town hall w/business in Beaverton w/Rep & Sen from Hillsboro, and bi-monthly Voices program that includes civic education for small businesses including identifying state legislators and state legislative work of interest.

CLE Committee Member for first day long Sustainable Future Section CLE celebrating 50th anniversary of Earth Day.

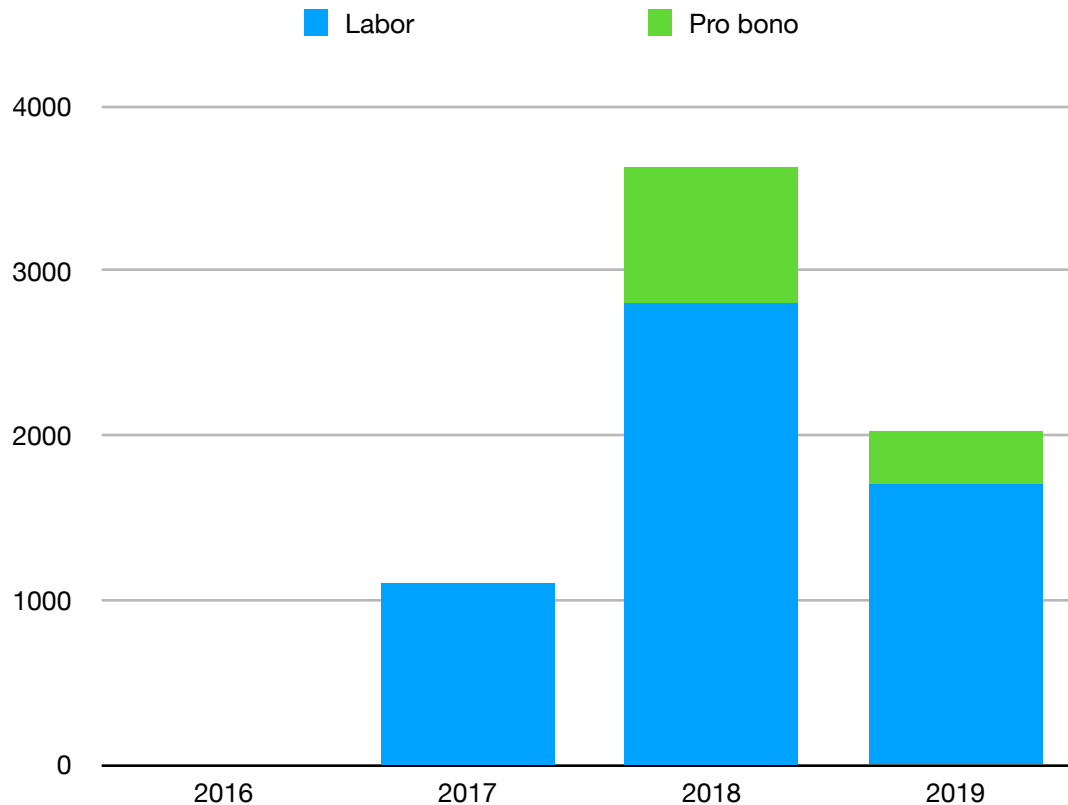
PRO BONO: See Chart Labor / Pro Bono

REPRESENTATIONAL:

SBUA
Central African Family (See “Special Public Benefit”)
Other

NON REPRESENTATIONAL PRO BONO

See Access to Justice



BESThq Voices
School parent volunteer
SFS—education
Voices

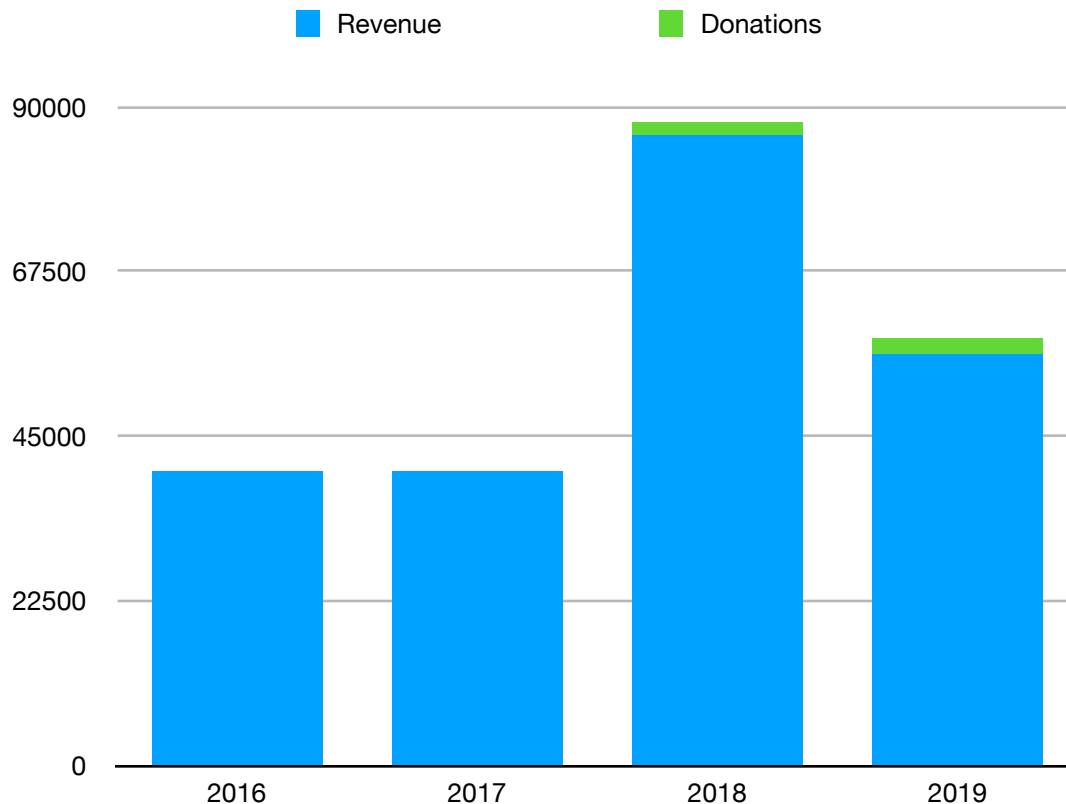
CHARITABLE CONTRIBUTIONS See Chart Revenue / Donations

Environmental —focusing on Earthshare for environmental, Water4Good, OAME Youth, Native American Rights Fund, Ghana Pathways, Abha Light, National Indian Child Welfare Association.

TRANSPARENCY: See survey results

Henkels Law surveyed clients and vendors in 2019 learning helpful information. Vendors are generally satisfied and pleased to work with Henkels Law.

Henkels Law can work on clarity of communication and prompter payment for some. Henkels Law, otherwise a sole firm, also shared firm data with an advisory committee of experienced professionals in the legal and the sustainability sectors and these persons gave helpful input into this report, and this work.



SPECIFIC PUBLIC BENEFIT*

Henkels Law LLC has not identified in its corporate documents a “special public benefit”, however, it has focused on a few countries in the Africa region as focus point for special benefit including time, financial, and other resources to support quality work in those places or people from their working in the U.S.:

Assisting Central African Republic family in the process of obtaining green cards, bicycles for growing kids, getting to know Portland, in collaboration with Portland Peace Corps, Working with a Central African Refugee navigating government to seek work training, assist with transportation, seeking best schooling and activities for the family’s children

*Some of what is related to the special public benefit was just fun enjoyable time!

Took Malagasy jurist colleague to New York City during that jurist’s government trip to the U.S. The following activities were mostly fun even though they probably provided a benefit: Enjoying the Rose Festival parade, camping, annual Cascade African film festival, and preparing and serving a Thanksgiving dinner with another Central African colleague. Seeing my colleague and friend from Madagascar was wonderful and so much fun as we took double decker bus, commuter trains, subways, and ferries to see sights, tour history, and enjoy New York and Washington DC culture.

REFUELING

Henkels Law sharpened the saw with trainings as follows

Juvenile Law / Criminal Defense continuing

Oregon Women Lawyers Queens Bench CLE lunches: tough decision on the bench series

Energy conference Pacific Northwest in Boise, ID

Electric utility training Jan 2019 in Seattle, WA

Health / Work-Life Balance

Skippering a 22' Catalina sailboat including all aspects of docking Wednesday evening dinghy

Crewing a Thistle with attorney colleague April -June '19

Traveling to East coast and reconnecting w/Malagasy colleague, friends / existing colleagues, new colleagues

Fun w/family: weekly bike commute w/son, smoother household routine, vacation time in Canada French language family camp BCFFC.org

Annual work retreat

CHALLENGES

Car burglary in February 2019 impacting income level

Staffing collaborations of various efforts did not succeed for diverse reasons

Insufficient expression in social media.

Slow incorporation of certain sustainability office practices

Duplicated volunteer time in special public benefit work

CONCLUSION

Henkels Law LLC passed the third party certification w/Benefit Corporations for Good 6/10/20!

Lots of challenge presented in 2019 and there were times of considering not continuing Benefit Company status. But it has been a helpful way for Henkels Law LLC to view its work which maintains a sustainability focus of attending to people, planet, and profit. The structure is useful as a planning tool also and helps set the next year's plan.

Coming up for 2020: Bringing SBUA to a new level of consistent engagement in Oregon.

Training in business law for COVID 19 and other reasons, improving metrics as always.

increase staffing capacity, Increase contact with clients and colleagues following COVID 19, review donations—committing more systemically to cross-cultural work in Indian law and international work with Madagascar and Central African Republic.

Appendix 1

City of Portland Commercial Building Energy Performance: Commercial Building Energy Performance 2019 621-633 SW MORRISON ST

Building Use: Office

189,832 sf built in 1914

Total GHG Emissions (Mt CO₂e) : 931.6

ENERGY STAR® Score : 30 | Unverified

Compliance Status: Compliant

Energy Performance: Low Performer

Energy use per square foot decreased from 91.1 kBtu / sf in 2017 to 56.3 kBtu / sf during the 2018 reporting year.

Property Notes

Not Available

Building name, building size (sf) and property notes (if provided) are submitted by the building manager and presented as received.

The current energy star score is 81 due to a revamp of the energy star system and metrics. The upgrades performed to date in the building are substantial, however occupancy had been minimal creating a shortfall in the readings.

Per building management, the 2020 score will be much improved with the installation of the upgraded HVAC units in newly renovated spaces, the installation of the cooling tower and boiler as well as the upgraded LED lighting installed.