Supporters

THE HITACHI FOUNDATION

Surdna Foundation

JPMorgan Chase & Co.

FORD FOUNDATION
Companies: Doing Well, Doing Good

Anne Arundel Medical Center
Annapolis, Maryland

ASK Power
Chicago, Illinois

Charm City Run
Baltimore, Maryland

Dave's Killer Bread
Milwaukie, Oregon

High Plains Community Center
Lamar, Colorado

Marlin Steel
Baltimore, Maryland

Optimax Systems
Ontario, New York

Well Paid Maids
Washington, DC
Social Impact Scorecard

Your score is based on frontline workers earning less than $60k/year compared to industry standards. The mission of the program is to encourage and equip business leaders to enact strategies that simultaneously produce outstanding outcomes for their businesses and frontline workers.

Aspen Ideas Manufacturing  Q3 2018  ★★★★★
A Woman Owned company

Your overall score is excellent for Manufacturing: Fabricated Metal Products!

<table>
<thead>
<tr>
<th>Benefits Credit</th>
<th>Qualifying Plan</th>
<th>Quality Standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Insurance</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Retirement Plans</td>
<td>✓</td>
<td>–</td>
</tr>
<tr>
<td>Paid Leave</td>
<td>✓</td>
<td>–</td>
</tr>
</tbody>
</table>

How can you improve your score?

1. Your best area for scoring improvement is Net Job Growth.
Job Quality: Metrics

Overall: 4.5↑
Job Growth: 0%↑
Retention: 84%↓
Earnings: 18%↑
Co. Wide Retention: 87%↓

Manufacturing: Fabricated Metal Products Industry Averages
## Job Quality: Benefits

<table>
<thead>
<tr>
<th>Benefits Credit</th>
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</thead>
<tbody>
<tr>
<td>Health Insurance</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Retirement Plans</td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>Paid Leave</td>
<td>✔</td>
<td></td>
</tr>
</tbody>
</table>

### How can you improve your score?

1. Your best area for scoring improvement is Net Job Growth.
Aspen Ideas Manufacturing
Corporation | Woman Owned
Manufacturing / Fabricated Metal Products

by Gender

Employee Count

Metrics

Company  Male  Female  Not Provided

* The Not Provided category has very few members and may not provide a reliable measure.
<table>
<thead>
<tr>
<th>Organization</th>
<th>Population</th>
<th>Job Growth</th>
<th>Retention</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>123</td>
<td>2%</td>
<td>87%</td>
<td>9%</td>
</tr>
</tbody>
</table>

by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Population</th>
<th>Job Growth</th>
<th>Retention</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>42</td>
<td>2%</td>
<td>88%</td>
<td>14%</td>
</tr>
<tr>
<td>Male</td>
<td>81</td>
<td>1%</td>
<td>86%</td>
<td>7%</td>
</tr>
<tr>
<td>Not Provided*</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

* This category has very few members and may not provide a reliable measure.

by Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Population</th>
<th>Job Growth</th>
<th>Retention</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black / African American*</td>
<td>18</td>
<td>38%</td>
<td>92%</td>
<td>13%</td>
</tr>
<tr>
<td>Hispanic*</td>
<td>16</td>
<td>-11%</td>
<td>89%</td>
<td>13%</td>
</tr>
<tr>
<td>White</td>
<td>89</td>
<td>0%</td>
<td>87%</td>
<td>14%</td>
</tr>
<tr>
<td>Other*</td>
<td>0</td>
<td>-100%</td>
<td>0%</td>
<td>N/A</td>
</tr>
<tr>
<td>Not Provided*</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

* This category has very few members and may not provide a reliable measure.
Theory of Change
Great Jobs Drive
Exceptional Results
Drive Use: Strategic Partners

- Public/Private Procurement
- Investors/Lenders
- Community Organizations
- Companies
- Government
- Technology Partners
Drive Impact: Follow the Money

- Anchor Institutions
  - $500 billion

- Government Procurement
  - $2 trillion

- Impact Investors
  - $9 trillion
How It Works - #1. Invite Companies

Hello Lara,

Larry Schlang at Working Metrics invites you and Acme Manufacturing to join Working Metrics and participate in the Good Companies, Good Jobs service. Click the button below to get started!

Get Started

When you click this button you will be asked to:

1. Create your password
2. Complete a short company profile
3. Accept the invitation from Working Metrics
4. Provide some employee wage and benefits information

Our Mission

Working Metrics has partnered with The Aspen Institute's Good Companies, Good Jobs Initiative to help companies and their partners gain insight, based on hard data, into their workforce practices which they can use to increase job quality as well as financial and business performance.

as.pn/goodjobs
How It Works - #2. Report Data

Collect current and baseline employee data

Use our sample template to collect employee Social Security Numbers and quarterly employee wage data for the most recently completed quarterly Q4 2017 and that same quarter 3 years earlier Q4 2014. Social Security Numbers are never saved or transferred over the network (see Frequently Asked Questions for more details).

Once you’ve collected the necessary information, copy/paste it into the template below and proceed to step 2.

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>SSN</td>
</tr>
<tr>
<td>2</td>
<td>111-11-1111</td>
</tr>
<tr>
<td>3</td>
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<tr>
<td>4</td>
<td>111-11-1117</td>
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<td>5</td>
<td>111-11-1118</td>
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<tr>
<td>6</td>
<td>111-11-1122</td>
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<tr>
<td>7</td>
<td>111-11-1125</td>
</tr>
</tbody>
</table>
How It Works - #3. Review Results

Social Impact Scorecard

Your score is based on frontline workers earning less than $60k / year compared to industry standards. The mission of the program is to encourage and equip business leaders to enact strategies that simultaneously produce outstanding outcomes for their businesses and frontline workers.

Cogswell Cogs  Q4 2017

Your overall score is average for Manufacturing!

<table>
<thead>
<tr>
<th></th>
<th>Benefits Credit</th>
<th>Qualifying Plan</th>
<th>Quality Standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>3.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Growth</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retention</td>
<td>55%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earnings</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co. Wide Retention</td>
<td>73%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Manufacturing Industry Averages

How can you improve your score?

1. Your best area for scoring improvement is Retention Rate.

- Overall score includes a reported 0% temporary workers / 1099
How It Works - #4. Compare/Analyze
Partnership Approach

Provide training & support
Interpret results
Connect to consulting
Value your feedback
Business model*

*Pilot use is free; higher level services are fee-based
Who’s Using It in Cincinnati?

Companies

Public/Private Procurement

Community Organizations

Companies:
- Richards Industries
- TriVersity Construction

Public/Private Procurement:
- TriHealth

Community Organizations:
- NKY Chamber of Commerce
- Partners for a Competitive Workforce