

1018253300042



**Office of the Minnesota Secretary of State**  
**Minnesota Public Benefit Corporation / Annual Benefit Report**  
*Minnesota Statutes, Chapter 304A*



Read the instructions before completing this form  
Must be filed by March 31  
Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.  
Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. Corporate Name: (Required)

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

4. I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Signature of Public Benefit Corporation's Chief Executive Officer

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

**Email Address for Official Notices**

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

**List a name and daytime phone number of a person who can be contacted about this form:**

Contact Name

Phone Number

**Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.**

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes  No

# HumanitarianHR

## HumanitarianHR, SBC Annual Report 2020

### Background on HumanitarianHR

HumanitarianHR was established as a Specific Benefit Corporation (SBC) on May 24, 2018 to prevent and protect vulnerable people from sexual exploitation, abuse, and trafficking.

In tandem with the global movement to end impunity for sexual harassment and exploitation, HumanitarianHR was launched to eradicate the sexual exploitation, abuse, and trafficking of refugees and displaced people by those working in the development and humanitarian sector. HumanitarianHR has a diverse team of consultants helping organizations develop the highest standards to protect affected populations from sexual exploitation and abuse, safeguarding dignity and restoring hope for those silenced in global development and aid settings.

### HumanitarianHR services provided include:

<ul style="list-style-type: none"><li>• Safeguarding policy and practice recommendations</li><li>• Independent safeguarding investigations and recommendations</li><li>• Development of safeguarding investigation procedures</li><li>• Protection from sexual harassment, exploitation, and abuse (PSHEA) training for staff and managers</li><li>• Training for safeguarding investigators and focal points</li></ul>	<ul style="list-style-type: none"><li>• Development of prevention, response, and accountability mechanisms, including community-based complaint mechanisms</li><li>• PSEAH prevention mainstreaming</li><li>• Auditing of safeguarding programs</li><li>• PSEAH accountability and compliance guidance for contractors and vendors</li><li>• Ombudsman support for survivors</li><li>• Protective accompaniment for vulnerable people</li></ul>
---	---

HumanitarianHR focuses exclusively on helping organizations bolster their safeguarding work to protect the people they serve from sexual exploitation, abuse, and harassment by humanitarian actors.

- (i) The ways in which the corporation pursued and created the specific public benefit stated in its articles and
- (ii) The extent to which that specific public benefit purpose was pursued and created

In 2020, HumanitarianHR, SBC performed the following services in conformance with its mission as a specific benefit corporation:

- Conducted safeguarding and investigation training for humanitarian and development aid staff in India, Kenya, and Senegal just prior to the global pandemic.
- Continued work on a consultancy with the World Bank and developed training on receiving and handling allegations of sexual exploitation, abuse and harassment. Conducted pilot

testing of the training materials for World Bank contractors in Kenya and the Democratic Republic of Congo.

- Shifted services to online support, in response to restrictions imposed on travel due to the global pandemic
- Conducted remote investigations into allegations of sexual exploitation for incidents in Jordan, Syria, Kenya, Rwanda, and the Democratic Republic of Congo.
- Developed a training package for facilitators to teach prevention and response to sexual exploitation and abuse for an international NGO membership organization. The materials will be accessible online to humanitarian aid and development organizations throughout the world.
- Contracted with an NGO consortium in Madagascar to conduct remote sexual exploitation, abuse and harassment (SEAH) training for its members
- Hired a full-time employee to oversee Safeguarding Operations
- The CEO was approved for private investigator license with the Minnesota Board of Private Investigators.
- HumanitarianHR was accepted in the international Safeguarding Resource and Support Hub (RSH) to support organizations in the aid sector to strengthen their safeguarding policies and practices, particularly against sexual exploitation, abuse and sexual harassment.
- Developed a comprehensive policy manual and training guidelines for a humanitarian aid organization for their global operations.
- Developed a sexual exploitation, abuse and harassment tracking tool for an international aid confederation that will be used to gather statistics on SEAH from its 162 global partners.
- Conducted remote sexual harassment training for a German development organization for their staff in Central and South America.

(iii) Any circumstances that hindered efforts to pursue or create the specific public benefit

Nothing hindered HumanitarianHR, SBC's efforts to pursue or create its specific public benefit. We were able to successfully move to online support for our clients in response to travel and other restrictions imposed by the global pandemic. We were also able to secure some relief through the PPP loan program.

#### **CERTIFICATION BY THE BOARD OF DIRECTORS**

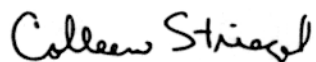
The undersigned, being all the directors of HumanitarianHR, SBC, hereby acknowledge and certify that we have reviewed and approved this Annual Benefit Report for a Specific Benefit Corporation.

*Colleen Striegel*

Colleen Striegel

## SUBMISSION

I, the undersigned, certify that I am the Chief Executive Officer of this Specific Benefit Corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the Secretary of State for filing, and that this document is current when signed. I further certify that I have provided all the required information and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury set forth in Section 609.48 as if I had signed under oath.



Colleen Striegel  
Chief Executive Officer



**Work Item 1221915000037**  
**Original File Number 1018253300042**

STATE OF MINNESOTA  
OFFICE OF THE SECRETARY OF STATE  
FILED  
**03/05/2021 11:59 PM**

*Steve Simon*

Steve Simon  
Secretary of State