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. File Number: 850342-4

2. Corporate Name: (Required) CR-Building Performance Specialists, GBC

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

4. 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)

Please see the attached report. The Board of Directors have reviewed and approved all documentation.

5. 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.

Nancy Schultz, AIA, LEED AP BD+C

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:

crykal@cr-bps.com

☐ 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:

Chad Rykal	(715) 894-7121
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 ☒

Print Reset

CR-BPS
BUILDING PERFORMANCE SPECIALISTS

2025 Annual Benefit Report



ABOUT CR-BPS

CR-BPS provides architectural, building science and forensics, facility and site asset management services to public and private clients throughout Minnesota and the upper Midwest.

Founded by Nancy Schultz in 2008, the CR-BPS team is committed to the pursuit of ecological stewardship through sound building science, providing services in four core areas:

- Facility-Site Asset Management
- High-Performance Architecture
- Building Science
- Mechanical & Electrical

CR-BPS has built a reputation for collaborating with clients to meet their unique building needs.

What makes us a better company?

B Impact Report

Certified since December 2010

Summary:	Company Score	Median Score*
Environment:	41.2	7
Workers:	29.2	18
Customers:	1.3	N/A
Community:	24.6	17
Governance:	22.2	8
Overall B Score:	118.5	51

80 out of 200 is eligible for certification
*Of all businesses that have completed the B Impact Assessment
*Median scores will not add up to overall

WHO WE ARE

Imagine that every building achieved sustainable, ecological balance. Then, imagine all of humanity motivated to take action, to make this dream a reality. An immensely complicated goal? Maybe. But if we put our fears of failure at the back of the bus, we will maximize the possibility of success. Nature has provided us with many examples of "buildings" that achieve an ecological balance. If we follow her example, it is indeed realistic to believe we can prevail.

What is a B CORP?

Certified B Corporations are companies that have been certified by the nonprofit B Lab to meet rigorous standards of social and environmental performance, accountability, and transparency. It is similar to LEED for green buildings, Fair Trade for coffee, or USDA Organic for milk.

OUR CORE VALUES

We are committed to creating regenerative designs and plans that improve our building stock—both existing and new—grounded in a data-driven, whole systems thinking and integrative design process. We believe the built environment should reflect the natural environment as well as the community and economy it serves.

Why do B CORPS Matter?

Certified B Corporations are leading a global movement to redefine success in business. By voluntarily meeting higher standards of transparency, accountability, and performance, B Corps are distinguishing themselves in a cluttered marketplace by offering a positive vision of a better way to do business.

Facility-Site Asset Management: Extend the life of the built environment through sound strategic and capital planing.

- We believe in stewardship of the environment through providing assessment management solutions to our clients, by measuring six performance criteria. Condition, Functionality, Resiliency, Sustainablity, Human Experience and Other Drivers.

Building Science: Embed design solutions that are more durable, adaptable and sustainable through Building Enclosure Commissioning, Energy Modeling, Forensic and Diagnostics and administering Environmental Rating Systems.

- We believe that knowledge is power and by understanding the scientific reason behind the performance of a building we are better able to create solutions that are resilient.

High Performance Architecture: Ensure new and existing structures are designed to surpass normal life expectancies and perform at a level for infinite use.

- We believe that architecture and design should reflect a care for the and state of the art functionality, resiliency, sustainability, human experience and other drivers.

OUR PROGRESS

Transforming Beliefs into *Action!*

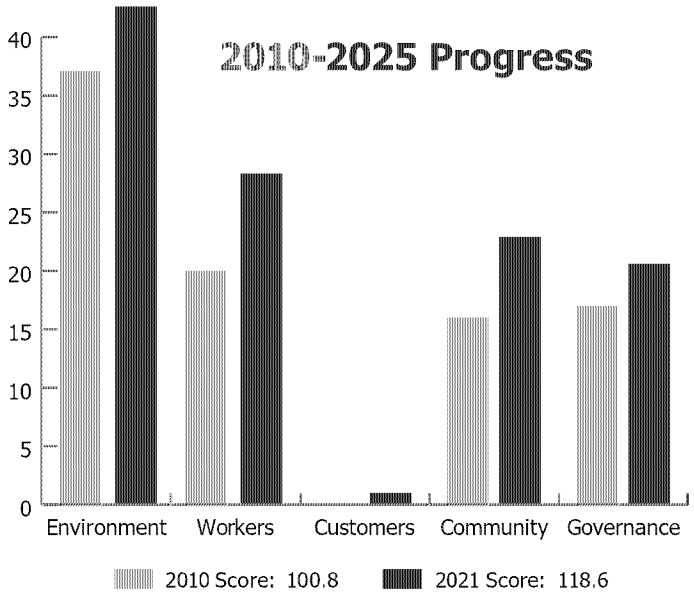
We have been a B Corp since 2010. The decision to become a B Corp is rooted in our commitment to not just state our values and mission but to embody it as a whole company. When we first decided to become a B Corp, we did not have the systems in place to measure our impact in our communities. Nor did we have in place the necessary employee care and management structures. When we realized areas that needed improvement, we set to work to purposefully change our business from the inside out. Since 2010, we have improved across all B Corp metrics by double digit points. However, what is important is the impact this has had on our team and our clients.

ENVIRONMENT

We see ourselves as stewards of the environment in a sector that is often not associated with environmentally friendly and forward thinking policies. We recognize that building structures from municipal buildings to residential homes have an impact on the overall environmental picture. We see that living in a better and more ecological culture is not possible unless we change the buildings we live in, work in and interact with daily.

WORKERS

- Every full time employee receives at least 23 days off (including PTO and holidays), access to an HSA, educational reimbursement, and paid volunteer days.
- Full time regular employees are able to participate in a company 401K program with a 3% match.
- Have a yearly transparent 360° review of employees.
- Our team culture is:
  - Inclusive
  - Engaged
  - Respectful
  - Real
  - Fun (Yes, we happy hour!)
  - Sustainably minded
  - Stewardship—of the earth, people, communities and culture-focused



COMMUNITY

- **Wolf Ridge:** For the past eight years CR-BPS has worked alongside Wolf Ridge to help them further their mission of net zero environmental impact. To date our collaborative efforts have resulted in 1,600 hours of donated work. Which included efforts to help them achieve full certification for a Living Building Challenge project. One of only 38 in the world.
- **Eau Claire Free Clinic:** As part of our commitment to the community, we donate hours each year towards projects that have a direct impact on causes we champion. Eau Claire Free Clinic clinic provides free healthcare services and medication to anyone that is not able to afford insurance and is not already covered by Wisconsin state health care.

2025 ACHIEVEMENTS GOALS

- Began the process of renewing or B-Corp certification which will be recertified on a yearly basis instead of three year increment.
- Provided paid family leave benefits allowing for a total of 20 weeks to be used in addition to personal leave benefits.
- Completed a survey to determine how we are progressing with embedding a "Good to Great" business model. The survey identified one of several missing components. Our main objective for this year will be to state our 25 yr "big audacious goal" including how we plan on reaching it.
- Created a ongoing effort to document all our Workflow steps for all processes using software tools such Basecamp for coordination of templated action items, Whale to communicate the "How" to complete a respective process and Dropbox for document storage.

2026 GOALS

- Create a workflow process that tracks and promotes a 10% overall operational energy use carbon reduction outcome using 2025 as our baseline benchmark.
- Explore other right-sized supplementary benefits the company could offer during annual company meetings with staff.
- Continue to make progress with the "Good to Great" business model, giving us the framework we need to make strategic buisness development and operational decisions. Early 2026 we will be defining our "Why" followed by "How" and "What" we want to accomplish in our 25 yr big audacious goal.



41+

Projects moving the needle to zero, and counting.....

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Original File Number 850342-4

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OFFICE OF THE SECRETARY OF STATE
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Steve Simon
Secretary of State