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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 or online, $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 9S-542

2. Corporate Name: (Required) Watershed Partners, 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)

See attached

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.

DocuSigned by:
Aaron Bergad
E2DC689311B4442...

Signature of Public Benefit Corporation's Chief Executive Officer

3/10/2026

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:

palermo@watershedPartners.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:

Heather Palermo	952.270.8203
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

WATERSHED PARTNERS

WATERSHED PARTNERS, GBC
2025 GENERAL BENEFIT CORPORATION REPORT

Approved by Board of Directors on March 11, 2025

Denver | Los Angeles | Minneapolis | New York | San Francisco

watershedpartners.com

THIRD PARTY STANDARD

Watershed Partners' Board of Directors certifies that it has chosen the third party standard of the B Impact Assessment, which is administered by B Lab - a non profit organization that serves a global movement of people using business as a force for good.

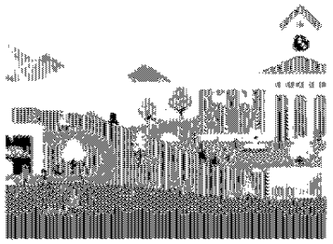
Used by more than 18,000 businesses, the B Impact Assessment is a digital tool that can help measure, manage, and improve positive impact performance for environment, communities, customers, suppliers, employees, and shareholders; receiving a minimum verified score of 80 points on the assessment is also the first step towards B Corp Certification

Watershed Partners was first certified as a B Corp in February 2023 and completed recertification in July 2025. We will need to recertify by July 2028.

PURSUING PUBLIC BENEFIT

The following information provides details on how Watershed Partners has pursued general public benefit as outlined by the B Lab impact areas below:

Governance



QUESTIONS ANSWERED	OVERALL SCORE
22/22	**15.0**

OPERATIONS SCORE	IBM SCORE	N/A SCORE
5.0	10.0	0.0

Governance evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency. This section also evaluates the ability of a company to protect their mission and formally consider stakeholders in decision making through their corporate structure (e.g. benefit corporation) or corporate governing documents.

Governance Impact 2025:

- We have put more effort into employee training this year by more routine check ins with new hires and a formal onboarding/offboarding process
- We continue to hold biweekly leadership meetings to plan for the future or make operational decisions
- We maintain a company handbook incorporating a Non-discrimination statement, anti harassment/whistleblower policies, policies on maternity leave and supporting breastfeeding parents, grievances, etc. We are currently working on a complete overhaul of our handbook



Workers

QUESTIONS ANSWERED	OVERALL SCORE
52/52	**50.2**

OPERATIONS SCORE	IBM SCORE	N/A SCORE
30.0	17.2	2.8

Workers evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction. In addition, this section recognizes business models designed to benefit workers, such as companies that are at least 40% owned by non-executive employees and those that have workforce development programs to support individuals with barriers to employment.

Workers Impact 2025:

- WPI pays 100% of family (including domestic partners) health care premiums. We offer supplementary benefits, including long & short term disability, life insurance and employer funded HSA.
- We offer a 401k plan to all full time employees and included a 6% employer contribution
- We continue to offer our employees competitive wages including annual cost of living increases
- WPI continues to offer unlimited PTO and encourages employees to rest and recharge when they are able
- All employees received bonuses throughout the year and owners received profit sharing.
- We match up to $1k in charitable contributions made by our employees

Community



QUESTIONS ANSWERED	OVERALL SCORE
25/25	13.8

OPERATIONS SCORE	IBM SCORE	N/A SCORE
11.6	0.0	2.2

Community evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management. In addition, this section recognizes business models that are designed to address specific community-oriented problems, such as poverty alleviation through fair trade sourcing or distribution via microenterprises, producer cooperative models, locally focused economic development, and formal charitable giving commitments.

Community Impact 2025:

- WPI is majority women owned (60.22%)
- The WPI Partners are made up of various ages
- In 2025, we were able to hire 1 full time employee and 1 part time employee
- In 2025 we were able to donate $20,792.82 to various organizations throughout the United States. Most of them are food based charities.
- We sponsored a table at an event in NYC that aims to support youth and education in our industry
- Watershed Partners provides Owner's Representative services to several NYC-based non-profit organizations that provide medical care and mental health services to patients regardless of their ability to pay. Services include primary and specialty medical care, addiction treatment, domestic violence shelter services, and vocational rehabilitation. Our role is to steward limited resources responsibly by managing planning, design, and construction with an emphasis on transparency, cost control, and long-term operational value. By advocating for the client's best interests, we help create safe, functional, and dignified spaces that support healing, stability, and economic opportunity.
- Watershed Partners has employees located throughout the United States so we are able touch multiple communities. Our employees provided their time and materials volunteering at:
    - Pro Bono project work in NYC & MN
    - Volunteer work at Pratt Institute in NYC helping students with career guidance
    - Volunteer greeter and docent at The High Line in NYC
    - Volunteer work with the Chinese Heritage Foundation
    - Volunteer work with the friends School Plant sale
    - Volunteer work for local title 1 school advocacy in CA

Environment



QUESTIONS ANSWERED	OVERALL SCORE
20/20	**7.5**

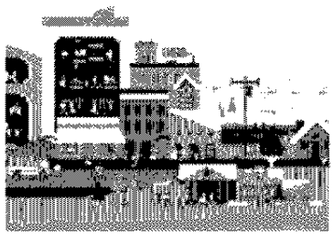
OPERATIONS SCORE	IBM SCORE	N/A SCORE
6.3	0.0	1.1

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of a company's operations and, when applicable its supply chain and distribution channels. This section also recognizes companies with environmentally innovative production processes and those that sell products or services that have a positive environmental impact. Some examples might include products and services that create renewable energy, reduce consumption or waste, conserve land or wildlife, provide less toxic alternatives to the market, or educate people about environmental problems.

Environmental Impact 2025:

- Watershed Partners was able to offset our employees' carbon footprints by purchasing carbon offsets through Project Wren.
- Watershed has a written policy in our handbook encouraging recycling and proper hazardous waste disposal.
- We continue to host virtual meetings when possible to eliminate travel
- We support many of our Clients in their goals of achieving LEED certification for their projects and re-using materials such as millwork and lighting fixtures when possible

Customers



QUESTIONS ANSWERED	OVERALL SCORE
5/5	**2.0**

OPERATIONS SCORE	IBM SCORE	N/A SCORE
1.5	0.0	0.5

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels. In addition, this section recognizes products or services that are designed to address a particular social problem for or through its customers, such as health or educational products, arts & media products, serving underserved customers/clients, and services that improve the social impact of other businesses or organizations.

Customers Impact 2025:

- As a small company, we are able to closely monitor our customers satisfaction. Many of our Project Managers work for the same clients so there is always an open dialogue if someone if not meeting their expectations.
- We have gained many if not all of our clients through word of mouth and we think that is a true testament to our quality of service.

Work Item 1636518300021
Original File Number 9S-542

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OFFICE OF THE SECRETARY OF STATE
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Steve Simon
Secretary of State