16245293

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: 12R-447

2. Corporate Name: (Required) A.O. Williams, SBC

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 document.

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.

Alvino Williams
Signature of Public Benefit Corporation's Chief Executive Officer

01/19/2026
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:

awilliams@qonsultum.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:

Alvino Williams	6123856440
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

A.O. Williams, SBC Annual Benefit Report 2025

This report encapsulates the progress, achievements, and positive impact that A.O. Williams, SBC DBA/Qonsultum SBC, has made.

A. Financial Performance

1. A.O. Williams, SBC DBA/Qonsultum SBC, has demonstrated sustained growth in 2025. Our revenues increased by 5%, and EBITDA remained steady.

B. Social Impact

1. Our commitment to environmental and social resilience remains steadfast. In 2025, we published two extensive articles highlighting the crucial role of small and micro businesses and emphasizing the importance of empowering under-resourced enterprises for the future of our economy. We believe these insights will encourage business practices that direct more resources to 1099 contractors and small business owners who currently lack sufficient support. Ultimately, our goal is to leverage this knowledge to foster long-term innovation, stimulate job growth, and build stronger, more resilient communities.

C. Environmental Sustainability

1. Our efforts to support environmental sustainability continue. We continue working towards minimizing our carbon footprint:
    i. Sustainable Procurement (SP): We source goods and services from circular suppliers, promoting a culture of sustainability within our supply chain. These included:
        1. Nisolo (Sustainable Shoes & Accessories)
        2. Lyft (Ride Sharing Service)
        3. Uber (Ride Sharing Service)
2. We helped a new business, Lace Lab, create a new *Circular, Climate-Conscious Hair Brand. The business has a Closed-loop,* Return & Renew Discount Program that rewards customers for returning old bundles and wigs instead of discarding them. This positions The Lace Lab as the first

MN circular, climate-conscious brand in the affordable raw hair space. The hair extension industry generates approximately 30 million pounds of waste annually in the U.S. alone. The average wig wearer goes through 10 wigs per year—over a 40-year span, that's 400 wigs contributing 280-400 kg of waste per person. The Lace Lab is committed to breaking this cycle.

3. Digitalizing Operations (D): Capitalizing on technological advancements, we continue to use digital resources to reduce our carbon emissions:
    1. Blinq (Digital Business Cards)
    2. Adobe (Digital Paper)
    3. DocuSign (Digitally signing documents)

We are excited about the opportunities 2026 holds and optimistic about our ability to deliver exceptional value to all stakeholders as we pursue sustainable growth.
The board of directors for A.O. Williams, SBC DBA/Qonsultum SBC has reviewed and approved this report, as certified by the signature below.

Date: January 19, 2026 Signature: 1/19/26

Alvino Williams

Chairman, President & CEO

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OFFICE OF THE SECRETARY OF STATE
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Steve Simon
Secretary of State