

Immix Law Annual B Corp Report - 2016

Mission

Immix means combining business reality with the practice of law, an innovative approach to business and litigation, and applying our blessings with our profession. Immix is committed to providing service with integrity, delivering common-sense, flexible and cost appropriate solutions, and being good stewards of our client's trust. Immix invests in lasting partnerships with clients and the community.

Immix pursues a goal of changing the practice of law by serving individuals in a way that was transparent, and holistic.

- We provided budgets and guidelines for legal services so business owners could have predictability.
- We provide pro bono services to clients and non-clients
- We serve on numerous community and business boards
- We provide guidance and direction to others looking to become Benefit Corporations.

We serve non-profit organizations and other purpose driven enterprises with fundraising/capital/capacity - building needs.

- Under-served beneficiaries include non-profits looking for formation or corporate governance assistance.
- Under-served beneficiaries include women-owned businesses (which only a minority of businesses are).
- Under-served beneficiaries of legal services include start-up entrepreneurs/companies. These founders are usually not taking a paycheck, living on a low-income budget, and boot-strapping it until their passion turns into a revenue generating company. *Historically, law firms don't give these individuals the guidance and attention they need at this early stage because they can't pay for it.*
- We use not-to-exceed budgets, equity waivers, deferred payment options, payment plans and other unique options if litigation/disputes become part of the picture.

Our company donates at least 20% of profits or 2% of sales to charity or a non-profit foundation on an annual basis. We incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business. Our social and environmental impact can be seen later in our environment + space section in the report.

Balance

We are intentional with our company structure and financial model. We encourage employees to choose a healthy balance between work with family/life priorities by giving job flexibility options including telecommuting, and flexible work hours. We encourage employees to bring their children in to work.

Clients Served

Approximately 25% of the clients we served in 2016 fit into one of the following groups.

- Pro Bono work
- Nonprofit
- B Corp (or working to become a B Corp)
- Benefit Company (or working to become a Benefit Company)
- Minority Owned Company
- Underserved Population

Portland Environment + Space

Immixon celebrated the year 2016 by renovating a 12,000-square foot office space that had been left vacant for several years. This historic building was in dire need of updating and we took that opportunity to implement some very cool and earth-friendly technology.

HVAC + HRV

We invested in new HRV technology that has increase our energy efficiency while decreasing our energy costs over 50%. This HRV technology allowed us to remove 9 energy inefficient HVAC systems and replace them with only 2 energy efficient HVACs. We currently have scientists from the Pacific Northwest states and Canada monitoring our building for data because this technology can, and we hope will be, a game changer for energy use with HVAC and HRV systems across North America.

Lighting

We invested in LED lighting throughout our 12,000 square feet of office space.

Nursery + Breast Feeding Room

We created a special room that is dedicated to moms that need privacy for breastfeeding. This room is also used as a nursery room when our team members bring their babies to work and need a spot for them to nap. Employees are encouraged to bring their kids to work if the employee is able to be productive with their work.

Event Space

We created event space in our new office. We host regular monthly events for underserved populations, such as meet and greets for people just starting out in business, students interested in learning about the legal industry, educational seminars, events for nonprofit fundraisers, and all day boot camps. These events are all free of charge. We gladly open our space to our clients and our community sponsorships for use.

Recycling + Supplies

We have a recycling program in our space along with a local ordering procedure (whenever ordering is done, it must be done local if applicable).

Bike Rack + Showers

We created an area that can store employee's bikes. We also have an onsite shower for our team.

Exercise Room

We created an exercise room that can hold several workout equipment machines and provide a space for yoga and other activities for our team (although the team is voting whether to put in a ping pong table instead of a treadmill).

Seattle Environment + Space

We opened our Seattle location in the LEED Platinum Columbia Tower Building.

Exercise Room + Locker Room

This space provides onsite exercise rooms and locker rooms as no charge to our team members.

Recycling + Supplies

We have a recycling program in our space along with local ordering procedure (whenever ordering is done, it must be done local if applicable).