



OREGON'S FIRST BENEFIT COMPANY* 2015 REPORT



**CAFÉ
YUMM!**

****TIED WITH 28 OTHER OREGON COMPANIES!***

YUMM! YUMM! YUMM! YUMM! YUMM!

Beau Delicious! International, LLC (BDI) dba Café Yumm!®



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This report accurately portrays information as of December 31, 2015.



Benefit Governor's Statement

The feedback we received after publishing our first Benefit Report—released on Earth Day 2015—was quick, enthusiastic, and appreciative. Respondents confirmed our decision to categorize metrics and indicators into categories of:

- **Healthy Food**
- **Healthy People**
- **Healthy Environments**

These categories naturally reflect our values and Triple Bottom Line practices. Our entire Team proudly embraces improvements in our operations and ways to measure those improvements.

During the past two years, when businesses could self-select as Benefit Companies, nearly 900 Oregon based companies have done so. As you read our report, please consider supporting Benefit Companies with your patronage. You can find the full list of Oregon Benefit Companies through a Secretary of State URL we share on our website at www.cafeyumm.com/Bcompany. By joining with Benefit Companies and the people who work for them, you can positively impact our communities and the Earth.

Please tell us how we are doing. We value your feedback: www.cafeyumm.com/contact or info@cafeyumm.com.

Blessed Be,



Edward Gerdes, OSB 915248
Café Yumm!'s Benefit Governor





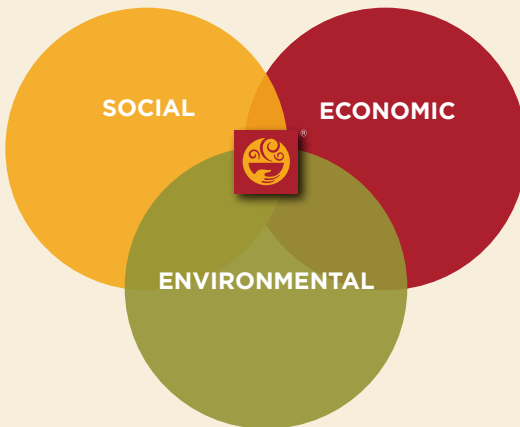
Café Yumm!® Mission Statement

To be the leader in providing exceptional products and services which promote a *Soul satisfying... Deeply nourishing®* lifestyle.

The following five beau ideals will guide us in every decision we make:

1. Conscientiously develop successful relationships with people who respect our values, including our customers, investors, staff, entrepreneurial partners, and vendors.
2. Consistently provide dynamic and innovative environments which promote a healthy lifestyle.
3. Consciously maximize our contribution to sustainable business practices and healthy living within our workplaces and communities.
4. Enthusiastically develop and maintain a reputation for success in all that we do.
5. Steadfastly nurture and protect the beating heart of the Triple Bottom Line of social, environmental, and economic considerations.

The Triple Bottom Line



NON MAGNUM NISI BONUM
No greatness without goodness.

Healthy Food

1.1 Sourcing Organic/Sustainably Grown

We again joined with OSU Malheur County Extension, Oregon Tilth, and Hummingbird Wholesale to sponsor the Second Annual Organic Seminar in Ontario. Success this year included obtaining a long-term contract to help convert 600 acres of conventional farm land to organic land within three years. This is our first partnership of this scale to help a local farmer transition to organic by offering financial assistance to help ease his family's journey.



Our continued business growth allows our capacity to support local, organic farming to grow over time. Our desire to support sustainable farming continues to be a hallmark of what we do.

1.2 Water

We offer free filtered water to anyone visiting our restaurants. Not everyone carries a canteen and people on the go need water to be healthy. Guest demand is why we sourced a sustainably harvested water supply in 2015 that comes in less impactful packaging.



Café Yumm! Pure Rainwater is harvested and naturally filtered on a rain farm in the Pacific Coast Range. The package has a return value and is recyclable, and both the USA-made bottle and its cap are oxo biodegradable.

Healthy People

2.1 Safety

We want our Team Members and guests to enjoy a safe environment. To accomplish that, we strive for zero injuries, the lowest possible worker's compensation risk, and we continually train our Team Members according to the restaurant industry's best practices and procedures. To measure our progress, we compared year over year reported injuries, how our risk rating changed (a rating that affects our insurance premiums), and we looked at how many Team Members are ServSafe Certified. ServSafe is bar none the most comprehensive training program in the industry.

Safety Matters

	<u>2014</u>	<u>2015</u>
<i>Number of Team Members</i>	<i>234</i>	<i>356</i>
<i>Reported Injuries</i>	<i>11</i>	<i>7</i>
<i>Medical Appointments</i>	<i>5</i>	<i>1</i>
<i>Hours Lost from Work</i>	<i>14.25</i>	<i>109</i>



	<u>2014</u>	<u>2015</u>
<i>Risk Rating</i>	<i>0.97</i>	<i>0.87</i>
<i>ServSafe Certified Team Members*</i>	<i>34%</i>	<i>38%</i>

Our 2014 rating was Superior yet we improved by more than 10% in 2015!

*Restaurants that have been open for one year or more.

Healthy People

2.2 Health, Opportunity, and Satisfaction

This year we increased Team Members' eligibility for health, dental, and life insurance—from working 35 or more hours per week to 30. This group also receives a Health Reimbursement Allowance to pay 50% of deductibles up to \$5,000.

We also upgraded our Simple IRA to a 401(k) Plan. The new plan is available to Team Members who work 20 or more hours a week. The 401(k) Plan provides an extra 4% of base wages to all those who participate. The money is fully transferable and there is no waiting period to vest.

Team Member Profile

As a mother of two beautiful daughters, I was looking for part-time work while taking community college classes. After a fruitless day of job searching in 2007, I drove by Café Yumm! On Broadway where I saw a sign for a job faire. The restaurant was opening soon, so I pulled over and submitted an application. The Crew Member position was a great fit for my schedule.

A year later I became Assistant Manager at the North Delta restaurant. After completing my Associates Degree, I decided to transition to professional office work. Café Yumm!'s Business Office was advertising for their first ever receptionist, so I applied and was hired in 2011.

Thanks to my hard work and a constant desire to learn new skills (and caring, invaluable mentors!), I became an Office Assistant and am now the Human Resources Coordinator. I am focusing my talents on a career in Human Resources.

Everyone at Café Yumm! strives to help Team Members reach their goals.

—Carla Coombs



Healthy People

2.3 Jobs and Diversity

As unemployment numbers continue to decline, finding entry level workers is a growing challenge for all industries including restaurants. We continue to experience a lower turnover rate than the national average for restaurants. Our desire to build careers, lead with our values, offer strong benefits, and support growth opportunities for all, continue to help us retain long term Team Members.

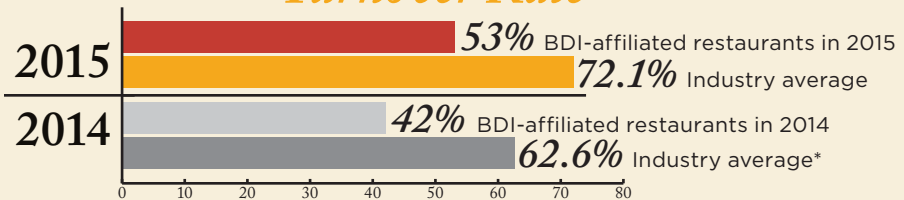
Our success has landed us on the list of the 500 largest franchise systems in the nation (Franchise Times).



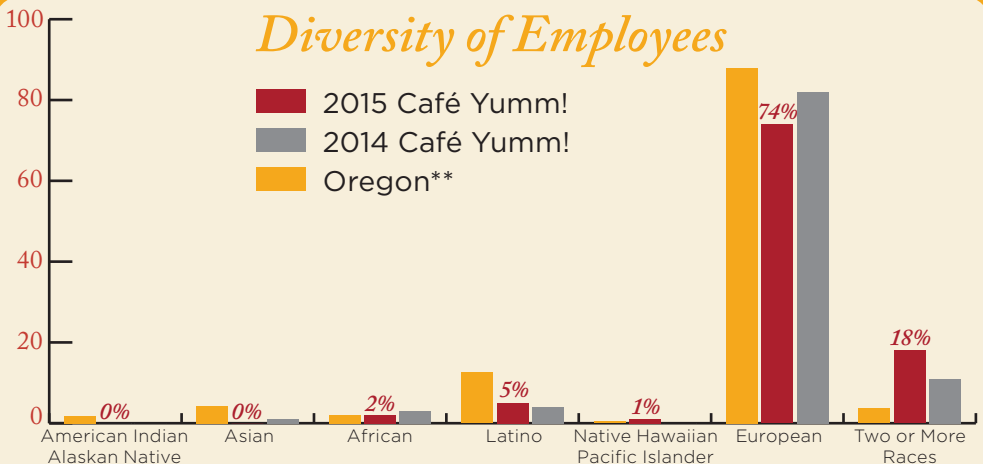
Gender Equity

At BDI-affiliated Café Yumm! restaurants and in our business office, 65% of all management roles are occupied by women.

Turnover Rate



Diversity of Employees



Healthy Environment

2.4 Active Living and Access

Access to alternative transportation plays a role in the review process when we consider new restaurant locations. We think alternative modes of travel are important to our future and our growing communities. We also want to serve guests and Team Members who enjoy an occasional or life-long break from driving.

2015 Alternative Transportation Scores



Transit Score



Walk Score



Bike Score

Transit, walk and bike scores measure accessibility to alternative transportation on a 0 to 100 scale. Scores shown here are the average for BDI-affiliated Café Yumm! restaurants, offices, and warehouse. See www.walkscore.com/live-more/ for details.

2.5 Giving

It is just as important to us to serve our communities as it is to serve our guests. We focus our charitable giving by sharing our prosperity with food banks, public education, water protection efforts, and healthy living programs. Learn more at cafeyummm.com/giving.

Business and Non-Profit in Partnership

Café Yumm! has been a long-time supporter of Food For Lane County (FFLC). In addition to sponsoring fundraising events, Café Yumm! has donated thousands of pounds of bulk food for FFLC clients while catering meals for volunteers. We enjoy nourishing people so food banks are a natural fit for us.

“Café Yumm! has been an important business partner with us for over 15 years ... providing food, funds, expertise, and time. During the past three years alone, Café Yumm! has donated over 30,000 pounds of organic beans for emergency food distribution. We are blessed to have Benefit Companies like Café Yumm! in our community!”

—Beverlee Potter, Food For Lane County Executive Director

Healthy Environment

A partial list of organizations we were proud to support in 2015

Oregon Food Bank
Special Olympics • Bring Recycling
Court Appointed Special Advocates
McKenzie River Trust • Relay for Life
Science Factory Children's Museum
Willamette Valley Sustainable Food Alliance
and more than 50 public schools!

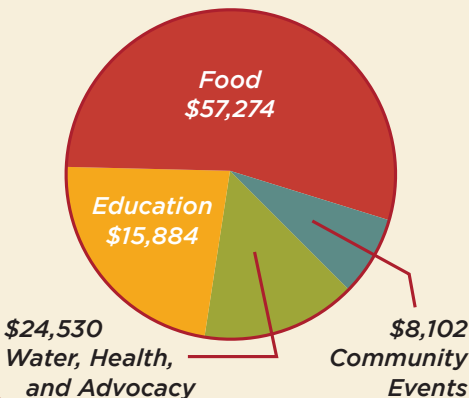
Types of local organizations we support

Food Banks • Sustainable Agriculture and Food/Water Safety
River Protection and Cleanup • Public Education
Fitness and Athletic Programs • Preventative Health Programs
Reuse and Recycling Efforts

We also offer professional support (legal, planning, marketing) to non-profits working in those areas.

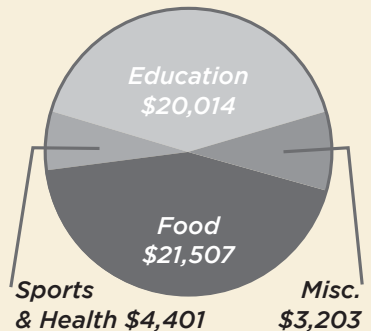
Donation Requests: Send an email to donations@cafeyumm.com or visit www.cafeyumm.com/Contact to tell us about what you do.

2015 Donations



Total: \$105,790

2014 Donations



Total: \$49,125

Healthy Environment



3.1 Green Buildings

In 2011, Café Yumm! built the first restaurant in Oregon to achieve Gold LEED Certified for Retail Space (downtown Portland at SW 3rd & Morrison). Since then, all Café Yumm! restaurants have been designed and built according to Silver LEED or better practices.

Restaurants Built to LEED Standards




Healthy Environment

3.2 Sourcing Local

We define local to mean that—when sourcing products—we look first within a 100 mile radius of the restaurant, then within the state, the Pacific Northwest, the West Coast, U.S.A., North America, Western Hemisphere, and finally the World. We source as close as possible to each Café Yumm! restaurant.

Grown or Processed in Washington and Oregon

- 
- FREE RANGE EGGS
 - SMALL RED "YUMM!" BEANS
 - ALL NATURAL CHICKEN
 - WILD NORTH PACIFIC SALMON • BUTTER • WINE
 - MICRO BREWS • GLUTEN-FREE, LIGHT RYE, SOURDOUGH, FRENCH, & WHOLE WHEAT BREAD • ORGANIC FRUIT JUICES & SMOOTHIES
 - KOMBUCHA • SOUR CREAM
 - JALAPEÑO SESAME SALSA...

- 
- YUMM! SAUCE™
 - BLACK TURTLE BEANS • CRISPY NOODLES • GINGER-GARLIC VEGGIE BURGER • SWEET GINGER MISO DRESSING • ASIAN SLAW DRESSING
 - TOASTED BLACK SESAME DRESSING
 - TOBY'S BLUE CHEESE DRESSING
 - TOBY'S BUTTERMILK RANCH DRESSING
 - EUPHORIA® CHOCOLATE • NANCY'S ORGANIC NON-FAT YOGURT • TEMPEH
 - TOFU • SOUPS • OAT FLOUR • OATS
 - WHOLE WHEAT FLOUR • TILLAMOOK® CHEDDAR CHEESE • ORGANIC MILD RED SALSA • TORTILLA CHIPS • COOKIES

Healthy Environment

3.3 Solar Power and Green Power Offsets

The solar array at Café Yumm! On Broadway generated 40,850 kWh in 2015, and a total of 174,674 kWh since installation. The panels power our Electric Vehicle Charging (EVC) station—the first solar-powered EVC at a restaurant in the United States—and also provide power to the restaurant.

Café Yumm! restaurants purchased 827,552 kWh of green power sourced electricity in 2015 through PGE, Pacific Power, and Eugene Water & Electric Board. Shown here is a Clean Wind powered EVC station we added in 2015 to the Argyle Square restaurant in Wilsonville.



Yumm! Fact: 10 out of 18 Café Yumm! restaurants use 100% green power.



Green Power Difference

The 868,402 kWh of green power Café Yumm! restaurants used in 2015 is the carbon footprint equivalent to any one of the following:



Annual greenhouse gas emissions from 126 passenger vehicles



CO₂ emissions
from 54.6 homes'
energy use for 1 year



CO₂ emissions
from 1,393 barrels
of oil consumed



Carbon sequestered
by 491 acres
of U.S. forests
for 1 year



Carbon sequestered
by 15,354
seedlings grown
for 10 years

Healthy Environment

3.4 Bee Friendly and Poison Free Landscapes



Tenant has informed Landlord that Tenant is a Certified RE:think business and follows the Triple Bottom Line of business management. As such, Tenant does not use pesticides, insecticides, fungicides, or other poisons in landscape maintenance. Landlord agrees to maintain the landscape. . . without using any of these or other poisons.

We negotiated two new leases in 2015 with bee protection clauses.



RE:think Certification is performed by the 45 year-old non-profit Bring Recycling (www.bringrecycling.org).

Healthy Environment

3.5 Packaging

Natural resources are finite, so sustainable packaging and lower use of materials is important to us. Café Yumm! continues to lead by example by using compostable or recyclable materials for takeout service and providing non-disposable dishes, glasses and silverware for dine-in guests.

Notable updates for 2015:

- Our new catering serviceware includes: compostable bowls that are made from natural, renewable sugar cane materials; bowl covers that are curbside recyclable; and bio-degradable forks and tongs that are also reusable and dishwasher safe
- Café Yumm! Pure Rainwater is bottled in a Biophenol A-free (BPA) container that is PETE 1 recyclable and oxo biodegradable
- We recycled 1,410 five-gallon food containers in 2015 (compared to 1,168 recycled in 2014): a 20% increase!



3.6 Waste

Throw-away materials and food can create a lot of waste in a restaurant, so all Café Yumm! locations offer bus tubs instead of garbage cans. Rather than sending trash bags to landfills, Team Members sort out items that can be recycled and food that is appropriate for composting.



In the Eugene/Springfield area all six Café Yumm! locations send food waste to the *Love Food, Not Waste* program. The waste is composted to become a healthy soil amendment that is sold to local farming operations and backyard farmers alike.

This report is available at CafeYumm.com/Bcompany



Eugene businesses turn food scraps
into compost & crops.



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