



BENEFIT REPORT 2017



**CAFÉ
YUMM!**

ONE OF OREGON'S FIRST BENEFIT COMPANIES!

YUMM! YUMM! YUMM! YUMM!

Beau Delicious! International, LLC (BDI) dba Café Yumm![®]
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**CAFÉ
YUMM!**

Beau Delicious! International, LLC dba Café Yumm!
456 Charnelton Street, Eugene OR 97401

Benefit Governor's Statement

Beau Delicious! International (BDI) LLC dba Café Yumm!® became an Oregon Benefit Company in 2014. Benefit Companies provide a positive benefit to the common good as part of doing business. This business model aligns with the values and practices we put in place when we opened the first Café Yumm! restaurant in 1997.

Please be aware we do not report on the excellent efforts of our independent franchise community. We are proud of the initiatives that owners of 14 other Café Yumm! restaurants practiced in 2017 to reduce waste, support sustainability, and do great things for their Team Members and communities. The very nature of this report allows us to review only the performance of nine restaurants owned or managed by BDI in 2017 referred to as *BDI-affiliated*.

For our Benefit Report, we measure how BDI's business office, warehouse services, and BDI-affiliated restaurants are doing and how we might improve in three main categories:

Food • People • Environment

Please consider supporting Oregon Benefit Companies when you shop, dine out, or hire a service. You can find a list at <http://sos.oregon.gov/business/Pages/benefit-company.aspx>.

By supporting sustainable ways of doing business, you make a positive difference in the community and for the planet. If you have feedback and ideas, feel welcome to contact us at cafeyumm.com/contact or info@cafeyumm.com.

Sincerely,

Mark S. Beauchamp
Café Yumm!'s Benefit Governor

Food

1.1 Core Ideals

One of our five Beau Delicious! International, LLC ideals states we will, “Consciously maximize our contribution to sustainable business practices and healthy living within our workplaces and communities.” The following sections are examples of how we put that ideal into practice.

1.2 Sustainable Ingredients

Café Yumm! is committed to serving *Beautiful, Delicious, Nourishing™* food. This promise begins with our ingredients. We continue to seek the most sustainable options available with a focus on organic, local, all-natural, and non-GMO products. Over 50% of the food we serve is certified organic, including brown rice, red beans, black beans, tofu, tempeh, red salsa, free-range eggs, field greens, yogurt, and more.

While many of the ingredients we use are Certified Organic or non-GMO verified, we also serve products that contain non-GMO ingredients like Yumm! Sauce®, Jalapeño Sesame Salsa, Vegenaïse®, pickles, Sweet Ginger Miso Dressing, Asian Slaw Dressing, Balsamic Vinaigrette, Crispy Noodles, and toasted black sesame seeds. Our chicken and turkey are all-natural and locally processed. We also serve wild Pacific salmon.

Local Sourcing - Working with farmers and suppliers in the Northwest allows us to reduce miles and invest in our local economy. Supporting regional food systems improves the quality of our ingredients and strengthens the health of our communities. We strive to add more local producers to our supply chain whenever possible.

Beans - Rice - Cheese
Juices - Tofu - Tempeh
Yogurt - Chips - Salsas
Dressings - Sauces - Coffee
Cookies - Crispy Noodles
Kombucha - Spice Mixes
Chicken - Salmon - Soups
Cooking Oil - Chocolate
Veggie Patties - Rain Water
Yumm! Sauce®



Food

Beans - Beans are at the heart of our Yumm! Bowls.® While offering a healthy source of protein and fiber in our diets, beans are also beneficial for farmland. Thanks to a symbiotic relationship with soil bacteria, bean plants fix nitrogen which improves soil fertility for crops that follow in rotation. Working with Northwest farmers to grow organic beans allows us to enrich the land, support local business, and ensure a fresh supply of nourishing goodness for your favorite Yumm! Bowl.

Beans grown for Café Yumm! on Northwest farms in 2017:

- 147,500 pounds of Organic Black Turtle Beans
- 42,500 pounds of Organic Red Yumm! Beans™



All-Natural GAP Rated Chicken - As part of our commitment to nourish humanity and the world, we offer high-quality ingredients that are low on the food chain and sustainably produced. Café Yumm! was happy to partner with a local supplier of chicken that is Global Animal Partnership Step® rated. This ensures that the chicken we serve is humanely raised in a comfortable environment without cages, crates, or crowding. The chickens are given enrichment materials like straw and branches, natural light, and space to express natural behaviors, such as pecking, scratching, exploration, and play.

Food

1.3 Water

Protecting watersheds across the Northwest allows ecosystems to thrive while safeguarding access to clean drinking water in our communities. To address our impact on this life-giving resource, Café Yumm! restaurants support agricultural and landscaping practices that reduce chemical fertilizer and pesticide use, as well as overall water consumption. We also partner with nonprofits that work to conserve salmon habitat, restore riparian zones, and promote environmentally friendly farming practices.

Staying hydrated with clean, fresh drinking water is essential for maintaining wellness. Café Yumm! provides free filtered water to all restaurant guests. We encourage filling up your canteen when you visit.

We also offer pure rainwater harvested in Oregon and served in bottles for guests on the go. This sustainably harvested water is naturally filtered on a rain farm in the Pacific Coast Range and comes in oxo-biodegradable packaging. 114,024 bottles of *Café Yumm!® Pure Rainwater* were sold in 2017.

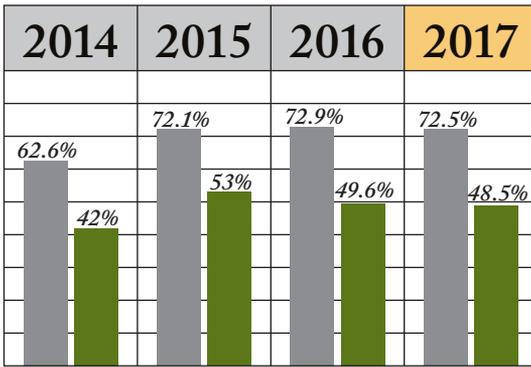


People

2.1 Employment

We care for our Team Members and that helps us recruit and retain long-term employees. This means leading with our values of integrity, enthusiasm, gratitude, and respect. Thanks to our company culture and comprehensive benefits package, Café Yumm! is able to offer professional growth opportunities throughout the communities we serve with a lower turnover rate than the national average for restaurants.

Turnover Rate



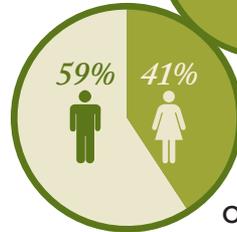
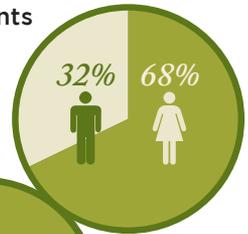
■ Industry ■ BDI-affiliated restaurants

Our turnover rate continues to be well below average when compared to the general restaurant industry.

Gender Equity

Women held 56% of all management roles in BDI-affiliated restaurants and in our business office.

Restaurants



Business Office

Diversity of Team Members

Identify as European or White	Team Members*	Oregon's Population**
Oregon 2017 87%	European (white) 72%	European (white) 87.1%
Team Members 2017 72%	2 or more races 13%	2 or more races 3.8%
Team Members 2016 66%	American Indian or Alaskan Native <1%	American Indian or Alaskan Native 1.8%
Team Members 2015 74%	Asian 2%	Asian 4.7%
Team Members 2014 82%	African American 2%	African American 2.2%
	Latin American 10%	Latin American 13.1%
	Native Hawaiian or Pacific Islander 0%	Native Hawaiian or Pacific Islander 0.4%

*Source: Internal survey 12/31/2017 **Source: www.census.gov/quickfacts

People

Benefits - Our Team Member benefits package* includes medical, dental, vision, life insurance, shift meals, a retirement savings plan, paid time off, mileage reimbursement, and retail discounts; plus, subsidized training, education, and certification.

Safety - Providing a safe environment for our Team Members is our top priority. We strive to create a workplace that eliminates the risk of injury. We also lead frequent trainings to meet the restaurant industry's best practices. For 2017, we measured reported injuries, our insurance risk rating, and the number of Team Members that are ServSafe Certified. ServSafe is the most comprehensive food safety training program in the industry.

- Total number of Team Members: 437 (365 in 2016)
- Reported Injuries: 5 (8 in 2016)
- Hours lost from work: 88 hours (15.6 in 2016)
- Risk rating: .61 (.71 in 2016)
- Percentage of ServSafe Team Members: 22% (38% in 2016)



*Some benefits have eligibility requirements.

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People

2.2 Team Member Spotlight: Administration Manager

When Marcy first came to our office as a part-time finance clerk in 2013, she didn't know that the seeds of a career were being planted. During that time, she had enrolled in a field botany program, was a hospice volunteer, and would soon be moving to the wilds of Alaska. While a long-term position wasn't in the cards then, she had always admired Café Yumm! values and immediately found the friendly, supportive office culture deeply inspiring. She wanted to give her all even as a temp. Working for Café Yumm! was a special experience that she held dear as she left Oregon to adventure north.



In 2015, Marcy returned from Alaska and was delighted to rejoin the Café Yumm! office team. Her enthusiasm, kindness, and efficiency soon led to a promotion from office assistant to office manager, and most recently to administration manager. "I'm grateful that my supervisors see my potential and nurture my abilities. They empower me to take on new responsibilities with confidence. I get to grow my skills by supporting the needs of multiple departments throughout the company, which is abundantly rewarding for me."

People

Marcy infuses her role at Café Yumm! with heart. She has an innate ability to care for people and the Earth. Beyond the traditional administrative tasks that help our offices run smoothly, Marcy is devoted to cultivating Team Member satisfaction. “Each person’s presence is a gift. An essential component of my work is letting people know that their contributions are valued. Sharing positive feedback creates an echo effect that passes from one person to the next and strengthens our company culture. Sometimes a simple expression of appreciation can make a big difference!”

Office sustainability is another passion project that Marcy leads. She evaluates our procedures to identify new ways the office can reuse, reduce, reclaim, compost, or recycle. She also coordinates community challenges and volunteer opportunities with local non-profit organizations for our staff. Outside of the office, Marcy is a Master Recycler, volunteers with Friends of Trees, and is an avid gardener. “Sustainability is a core part of our mission at Café Yumm!, and we continue to achieve more environmentally conscious practices as we analyze our impact and seek innovative solutions. Since the role of service is such an important part of my personal journey, facilitating this kind of change at Café Yumm! brings me joy.”



Environment

3.1 Operations

Our warehouse, based in Eugene, served 21 Oregon and Washington restaurants in 2017. From fulfillment to delivery, our Supply Department works to reduce our environmental impact by sorting waste materials for recycling and by planning truck routes to conserve fuel. In 2017, we reduced paper use for warehouse processing by 3,000 sheets after introducing reusable worksheets and paperless order forms.



People Operations began using HR software this year which greatly reduced paper use by digitizing everything from forms to handbooks. The software also saved over 55 hours of labor for the payroll process. This was accomplished by dramatically simplifying report generation, automating PTO tracking, and eliminating a significant margin for human error in benefit calculations and data entry.

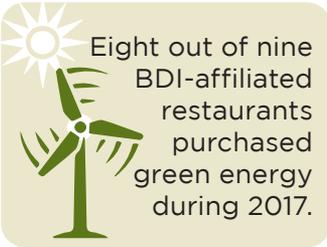
Also in 2017, the Legal Department transitioned to a digital workflow for producing and storing new legal documents. Legal was also able to move many of their multi-party agreements to a paper-free, electronic signature process.

Likewise, Marketing switched from using carbonless order forms to a fillable PDF that saves 3,000 sheets of paper each year from being recycled or put in a shred bin.

Environment

3.2 Green Power

Café Yumm! On Broadway in Eugene has a 172-panel solar array that generated 43,176 kWh of power in 2017 (with 256,229 kWh total generated since it came online in 2012). In addition to helping power the restaurant, the solar panels power a six-bay electric vehicle charging station, which is the first of its kind at a US restaurant.



2014	2015	2016	2017
293,416 kWh	574,068 kWh	749,999 kWh	782,815 kWh

BDI-affiliated restaurants doubled their use of green power since 2014 (based on PGE and EWEB data).

Green Power Difference

The 782,815 kWh in green power that nine Café Yumm! restaurants used in 2017 resulted in a CO₂ reduction of 31.2 tons. That is the equivalent of any one item below.



greenhouse emissions

1,427,90 miles driven by an average passenger vehicle



203 tons of waste recycled instead of landfilled



CO₂ emissions

65,555 gallons of gasoline consumed



87.3 homes' worth of energy use for one year



carbon sequestered by

15,098 tree seedlings grown for 10 years



4.8 acres of US forests saved from conversion to cropland in one year



<https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

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Environment

3.3 Buildings

Sustainability is built into everything we do. Following green building standards has been a guiding practice for all of our restaurant build-outs since 2007. This includes planning for energy-efficiency, using non-toxic building materials, water conservation, CO₂ emissions reduction, indoor environmental quality, and stewardship of natural resources. In 2011, we designed and constructed a LEED Gold Certified restaurant at SW 3rd & Morrison in Portland.

The experience, practices, and considerations that went into the effort to achieve certification in 2011 have further shaped how we continue to design and build each restaurant since.



3.4 Giving

Serving our community means caring for families, neighbors, guests, and the land that sustains us. Café Yumm! donates time, catering, and financial contributions to non-profit organizations that share our vision of promoting wholesome foods, active lifestyles, and environmental responsibility. Some of the organizations we support include local food banks, food and water protection and distribution, public education, wellness programs, and waste reduction efforts.

In 2017, BDI and BDI-affiliated restaurants gave \$124,224 (either in dollars or food measured at 30% of value) to charities and events that support food, water, wellness, education, or waste reduction. 2017 donations are more than double what we reported three years ago (\$49,125 in 2014).

Environment

3.5 Partner Spotlight: QSL Print Communications

From paper menus to drive-thru panels, business cards, and beyond, Café Yumm! relies on QSL Print Communications to find sustainable solutions for our printing needs. QSL's commitment to environmentally conscious operations and eco-friendly materials helps us meet our triple bottom line promise to balance environmental, social, and economic considerations.

The Koke family has provided printing services in Lane County for over 100 years. This century-long connection to the Pacific Northwest inspires QSL to care for our air, water, and land by investing in low-impact technologies, waste recovery practices, renewable energy, 100% PCW recycled materials, non-toxic printing processes, and on-campus bioswales (below).

QSL's deep roots in our region benefit our community in many ways. The company focuses on building relationships with local businesses to maintain a smaller carbon footprint while offering unique green options for the West Coast. QSL also participates in programs to address print industry responsibility through environmental stewardship. A few examples of how QSL is shifting the landscape include being the first printer in Lane County to be BRING RE:think certified, the first Trout Friendly certified business in Springfield, and choosing renewable energy.



Environment

Sustainability highlights at QSL

- 100% PCW recycled paper stock
- Fume-free production facility
- Use of non-toxic, solvent-free, vegetable-based inks in conjunction with precision spray nozzles that reduce waste and retain the recyclable properties of printed material
- Waste recovery system to collect co-mingled recycling, returnables, and compostables
- Reclamation and proper recycling of all aluminum press plates, solution containers, pallets, shrink wrap, and toner cartridges
- Investment in renewable energy sources
- Two lush bioswales that act as natural filters for pollution from surface runoff water
- Specialization in recycled content paper stock
- Closed-loop system printers that eliminate production waste

Being selected to work with Café Yumm! is a major benchmark of success for our own sustainability efforts. The level to which they pursue sustainability in every aspect of their business is inspiring. We are thankful for the privilege of doing business with Café Yumm!, and it is our commitment to provide Café Yumm! with eco-conscious print communications long term.

—Melissa Koke

Vice President of Sales and Marketing at QSL





Some Certifications In This Report

[USDA Organic](#) certifies farming practices that protect natural resources and conserve biodiversity without the use of synthetic fertilizers or chemical pesticides.

[Oregon Tilth Certified Organic](#) a certification that follows National Organic Program standards to make food systems and local agriculture biologically sound and socially equitable.

[Non-GMO Project](#) is committed to preserving and building food sources that are not genetically modified, while educating consumers and providing verified non-GMO choices.

[LEED](#) is an acronym for Leadership in Energy and Environmental Design which provides a framework to create healthy, highly efficient, and cost-saving green buildings.

[RE:think Certified](#) allows businesses to achieve certification through sustainable actions in waste management, energy efficiency, water quality and conservation, and supply chain management.

[Trout Friendly Landscapes](#) is a partnership between the Long Tom Watershed Council, the City of Eugene, and local businesses to facilitate stormwater management projects to improve fish habitat and water health.



This report is available at CafeYumm.com/benefit



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