

2018 Café Yumm! Benefit Report



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!® has been an Oregon Benefit Company since 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.

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

Food • People • Environment

While we do not include the excellent efforts of our independent franchise community in this report, we are proud of the initiatives that owners of 13 other Café Yumm! restaurants practiced in 2018 to reduce waste, implement sustainable operations, support local community organizations, and provide exceptional opportunities to their Team Members. The function of this report is to review only the performance of nine restaurants owned or managed by BDI in 2018, referred to as "BDI-affiliated" or "affiliated."

It is an honor to be a part of the community of [Oregon Benefit Companies](#). By supporting businesses that prioritize sustainable practices, we can make a positive local impact that echoes beyond our region.

If you have feedback and ideas, please contact us at info@cafeyumm.com.

Sincerely,

A handwritten signature in blue ink that reads "Mark S. Beauchamp".

Mark S. Beauchamp
Café Yumm!'s Benefit Governor



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.

Food

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.

Organics

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.

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. Locally-sourced ingredients include:

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

Our chicken and turkey are all-natural, nitrite-free, and locally processed. In addition, beans grown for Café Yumm! on Northwest farms in 2018 include:

- 104,050 pounds of Organic Black Turtle Beans
- 36,850 pounds of Organic Red Yumm! Beans™



People

Our company culture is founded on the core values of integrity, enthusiasm, gratitude, and respect. Café Yumm! offers career opportunities throughout the communities we serve and provides a comprehensive benefits package to help recruit and retain happy, long-term employees.

Safety

Total Number of Team Members in 2018: 482

Reported Injuries: 5

Hours Lost from Work Due to Reported Injuries: 60

Risk Rating: .62

ServSafe Team Members: 21.5%

Gender Equity

Women held 72% of all management roles in BDI-affiliated restaurants and in our business office.

Diversity of Team Members

Identify as European or White

Oregon in 2018:	75.3%
Our Team in 2018:	68%
Our Team in 2017:	72%
Our Team in 2016:	66%
Our Team in 2015:	74%
Our Team in 2014:	82%

*Our Team in 2018**

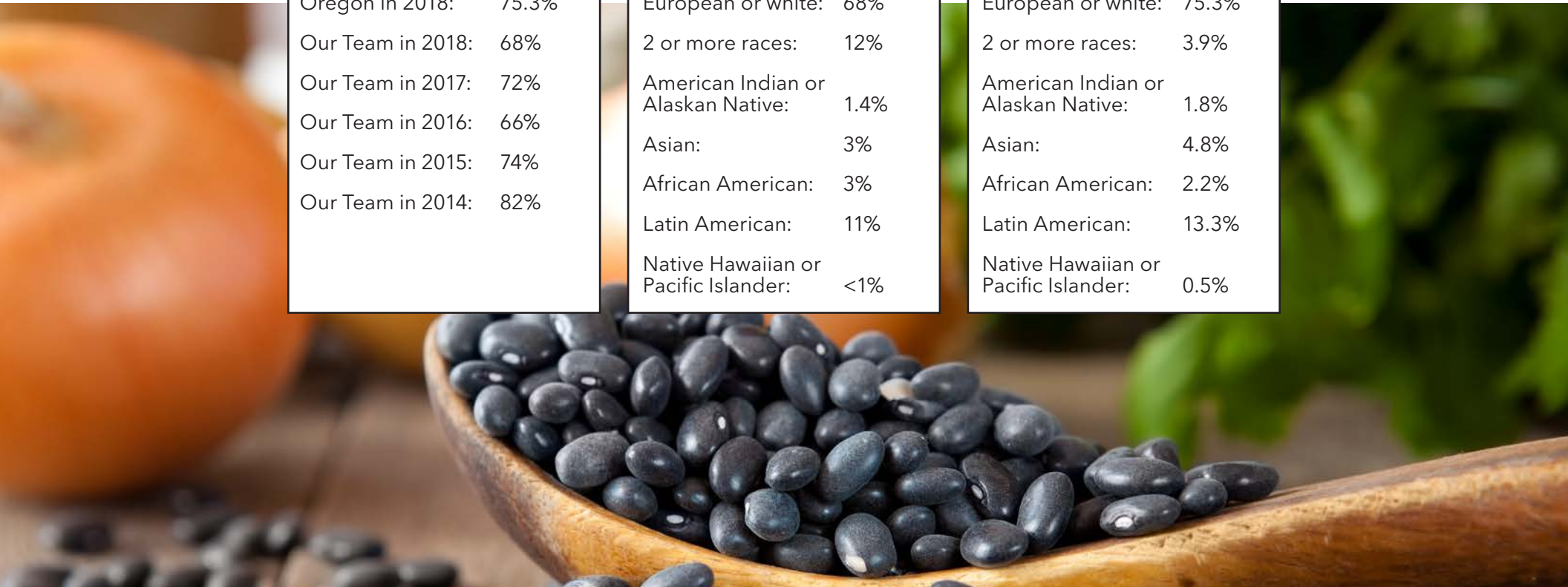
European or white:	68%
2 or more races:	12%
American Indian or Alaskan Native:	1.4%
Asian:	3%
African American:	3%
Latin American:	11%
Native Hawaiian or Pacific Islander:	<1%

*Oregon Population in 2018***

European or white:	75.3%
2 or more races:	3.9%
American Indian or Alaskan Native:	1.8%
Asian:	4.8%
African American:	2.2%
Latin American:	13.3%
Native Hawaiian or Pacific Islander:	0.5%

*Internal survey 12/31/2018

**www.census.gov/quickfacts



Benefits

Café Yumm! is possible thanks to the hard work and dedication of our team members. We are passionate about creating opportunities for professional growth and sustainable livelihood. On average, our employees make 25% above Oregon's average minimum wage with tips. We offer a comprehensive benefits package* that includes medical, dental, vision, life insurance, shift meals, a retirement savings plan with company matching, paid time off, mileage reimbursement, and retail discounts; plus, subsidized training, education, and certification.

In 2018, we introduced a Tuition Reimbursement Program that pays up to \$5,250 a year in tuition reimbursement after five years of employment to pursue higher education. We also implemented Paid Community Volunteer Days for office staff. Our first paid volunteer event brought 18 staff members to the FOOD For Lane County Grassroots Garden for a day of getting our hands in the dirt. This incredible urban farm grows 55,000 to 70,000 pounds of food for our community each year.

Community 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.

Some of the Organizations We Supported in 2018

Beyond Toxics	Eugene Film Society	Oregon Supported Living Program
Adams Elementary School	Fanconi Anemia Foundation	Parenting Now
Buena Vista Elementary	Fern Ridge Middle School	Pearl Buck Center
Burrito Brigade	Flutestock	Pleasant Hill Education Foundation
Canby Community Preschool	Food for Lane County	Relay for Life
CASA of Lane County	Friends of Buford Park & Mt. Pisgah	Roosevelt Middle School
Cascade Raptor Center	GEARS	Sheldon High School
Cascadia School	Gilham Elementary School	Sierra Club
Churchill High School Softball	Hack for a Cause	Southwest Hills Neighborhood Association
Civil Liberties Defense Center	Harrisburg High School Volleyball	Spring Mountain Elementary School
Clackamas Softball	Head Start of Happy Valley	Store to Door
Community Center for Performing Arts	Head Start of Lane County	Sunnyside Elementary School
Co-op Family Center	Howard Elementary School	Sunset Elementary School
Cottage Grove High School	Junior Achievement of Western Oregon	Tamarack Wellness Center
Creston School	Lane County Master Gardeners	Territorial Sports Program
Creswell High School	Laurel Elementary School	The Gardner School of Arts & Sciences
Dance Northwest	Lewis River Rotary	University of Oregon Cricket Team
Edgewood Elementary School	Little French School	Very Little Theatre
El Camino del Rio School	Maude Kerns Art Center	Washington Timbers
eLAW	Mountainside High School	West Coast Pumpkin Regatta
Elmira Elementary School	Northwest Center for Alternatives to Pesticides	Willamette Valley Babe Ruth
Emerald Valley Track Club	Oregon Association of Recyclers	Wilsonville Tennis Club
Emerald Valley Youth Lacrosse	Oregon Law Students Public Interest Fund	Word Dance Company

Environment

Green Power

Café Yumm! On Broadway in Eugene has a 172-panel solar array that generated 42,650 kWh of power in 2018 (298,879 kWh total generated since it came online in 2012) with a carbon offset of 27,900 kg. 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.

Solar power generated in 2018: 42,650 kWh	Solar power generated since 2011: 298,879 kWh
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Green power purchased from EWEB and PGE:

- BDI total: 664,886 kWh
- Affiliated total: 84,000 kWh

The 791,536 kWh in green power Café Yumm! affiliated restaurants used in 2018 is equivalent to doing one of the following (EPA.gov):

- Not driving 1,388,704 miles in an average passenger vehicle (measured as a reduction in reduced greenhouse gas emissions)
- Recycling 23,813 trash bags of waste instead of sending them to landfill (measured as a reduction in greenhouse gas emissions)
- Not using 62,974 gallons of gasoline (measured as a reduction in CO₂ emissions)
- Not using electricity to power 95 homes for one year (measured as a reduction in CO₂ emissions)
- Growing 9,254 tree seedlings for ten years (measured as carbon sequestration)
- Preserving 3.8 acres U.S. forests from conversion to cropland for one year (measured as carbon sequestration)

Office Sustainability

In 2018, we introduced three new programs to improve the sustainability efforts in our offices.

1. The office composting program reduced our landfill waste by 50%.
2. We installed video conferencing tools to reduce travel.
3. BDI staff participated in the Drawdown EcoChallenge. This 3-week program focuses on reducing our individual environmental impact through daily, measurable actions that create positive habits for the collective good. The EcoChallenge resulted in the following:
 - 260 gallons of water saved
 - 118 disposable cups not sent to the landfill
 - 30 pounds of paper saved
 - 62 plastic straws not sent to the landfill
 - 47 plastic bottles not sent to the landfill
 - 16 pounds of waste composted
 - 58 whole food meals consumed
 - 44 meatless or vegan meals consumed
 - 41 plastic containers not sent to the landfill
 - 1,080 minutes not spent in front of a screen
 - 15 people in the community were helped
 - 219 minutes spend being mindful
 - 715 minutes spent outdoors
 - 1,875 minutes spent exercising
 - 6 hours volunteered

Certifications

Some of the following certifications are mentioned in this Benefit Report or in reports from past years:

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 is a certification that follows National Organic Program standards to make food systems and local agriculture biologically sound.

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.

Our Goal

We are working to become a Certified B Corporation. Our goal is to transition our future reports to B Lab's nationally recognized standards. Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. When we became an Oregon Benefit Company in 2014, our restaurants and our business office existed solely in Oregon. Today, we have two restaurants in the state of Washington, and B Lab's more rigorous standards will hold more significance when we enter new states. Thank you for your support and patience while we work towards the new standard during 2020.



