

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, \$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. Corporate Name: (Required)

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. 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)

4. 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.

Signature of Public Benefit Corporation's Chief Executive Officer

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:

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:

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

HumanitarianHR

HumanitarianHR, SBC Annual Report 2019

Background on HumanitarianHR

HumanitarianHR was established as a Specific Benefit Corporation (SBC) on May 24, 2018 to prevent and protect vulnerable people from sexual exploitation, abuse, and trafficking.

In tandem with the global movement to end impunity for sexual harassment and exploitation, HumanitarianHR was launched to eradicate the sexual exploitation, abuse, and trafficking of refugees and displaced people by those working in the development and humanitarian sector. HumanitarianHR has a diverse team of consultants helping organizations develop the highest standards to protect affected populations from sexual exploitation and abuse, safeguarding dignity and restoring hope for those silenced in global development and aid settings.

HumanitarianHR services provided include:

<ul style="list-style-type: none">• Safeguarding policy and practice recommendations• Independent safeguarding investigations and recommendations• Development of safeguarding investigation procedures• Protection from sexual harassment, exploitation, and abuse (PSHEA) training for staff and managers• Training for safeguarding investigators and focal points	<ul style="list-style-type: none">• Development of prevention, response, and accountability mechanisms, including community-based complaint mechanisms• PSEAH prevention mainstreaming• Auditing of safeguarding programs• PSEAH accountability and compliance guidance for contractors and vendors• Ombudsman support for survivors• Protective accompaniment for vulnerable people
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HumanitarianHR focuses exclusively on helping organizations bolster their safeguarding work to protect the people they serve from sexual exploitation, abuse, and harassment by humanitarian actors.

- (i) The ways in which the corporation pursued and created the specific public benefit stated in its articles and
- (ii) The extent to which that specific public benefit purpose was pursued and created

In 2019, HumanitarianHR, SBC performed the following services in conformance with its mission as a specific benefit corporation:

- Secured a major grant from the World Bank to develop sexual exploitation and abuse (SEA) complaint handling guidelines, and a workshop to train (SEA) investigators for two of its operations, one in the Democratic Republic of Congo (DRC) and the other in Kenya. Considerable work was done by HumanitarianHR in 2019 on the development of the

guidelines. Two teams were deployed, one to DRC and one to Kenya, to conduct a needs assessment. Training workshops were developed based on the results of the assessments, which will be conducted in 2020, and tested during a pilot period.

- Provided services to an international humanitarian organization, with headquarters in Minnesota, in implementing a comprehensive protection from SEA program.
- Developed policy guidelines on receiving and responding to complaints of sexual exploitation and abuse of Syrian migrants in Turkey for a UN agency, the International Organization of Migration. Conducted two workshops, one in March and one in June on conducting investigations into allegations of SEA for Syrian NGOs doing cross-border work on the Syria/Turkey border. Also developed a workshop for managers on managing SEA investigations which was also held in Turkey in June, for managers of the Syrian humanitarian NGOs.
- Conducted an investigation into allegations of sexual abuse of refugees by medical staff at a clinic in a refugee camp in Rwanda, for an international humanitarian agency.
- Worked with an international disaster relief agency to develop policies to protect their volunteers from sexual harassment and abuse. Conducted a workshop for key managers and staff on preventing sexual harassment and abuse.
- Visited centers for asylum seekers in Nogales, Mexico to determine how HumanitarianHR can work to protect migrants from sexual exploitation and abuse.
- The CEO was invited to speak at the following events:
 - A local event entitled, Times Up: Ending Violence Against Women Worldwide, in March 2019. The event was to raise awareness of the problem of sexual exploitation and abuse of women throughout the world.
 - The World Humanitarian Forum in London in April 2019. The topic was: Preventing Sexual Exploitation and Abuse by Aid Workers.
 - The World Without Genocide event at Mitchel Hamline School of Law in December 2019 on ending sexual exploitation and abuse in conflict settings.
- Secured a retainer agreement with a major international humanitarian aid and development organization to provide advice on safeguarding vulnerable populations from sexual exploitation and abuse, to develop safeguarding policies and procedures, to deliver training workshops, and to conduct investigations of employee sexual misconduct in their global operations.

(iii) Any circumstances that hindered efforts to pursue or create the specific public benefit

Nothing hindered HumanitarianHR, SBC's efforts to pursue or create its specific public benefit.

CERTIFICATION BY THE BOARD OF DIRECTORS

The undersigned, being all the directors of HumanitarianHR, SBC, hereby acknowledge and certify that we have reviewed and approved this Annual Benefit Report for a Specific Benefit Corporation.



Colleen Striegel

SUBMISSION

I, the undersigned, certify that I am the Chief Executive Officer of this Specific 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 provided all the required information 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 set forth in Section 609.48 as if I had signed under oath.

Colleen Striegel

Colleen Striegel
Chief Executive Officer



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OFFICE OF THE SECRETARY OF STATE
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Steve Simon

Steve Simon
Secretary of State