

1018253300042



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) HUMANITARIAN HR, SBC

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)

SEE ATTACHED

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.

Colleen M. Striegel

Signature of Public Benefit Corporation's Chief Executive Officer

MARCH 12, 2019

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:

COLLEEN@HUMANITARIANHR.ORG

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:

COLLEEN STRIEGEL

Contact Name

612-282-6126

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, SBC

Annual Report

2018

Background on HumanitarianHR

HumanitarianHR was established as a Specific Benefit Corporation (SBC) on May 23, 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:

- Safeguarding policy and practice recommendations
- Protection from sexual exploitation, abuse, and harassment (PSEAH) training for staff and managers
- Sexual exploitation, abuse, harassment investigation training
- Development of prevention, response, and accountability mechanisms, including community-based complaint mechanisms
- PSEAH prevention mainstreaming
- Independent investigations and recommendations
- Auditing of PSEAH programs
- PSEAH accountability and compliance guidance for contractors and vendors
- Ombudsman support for victims
- Protective accompaniment for vulnerable refugees

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 2018, HumanitarianHR, SBC performed the following services in conformance with its mission as a specific benefit corporation:

- Conducted an audit in Darfur, Sudan, for a humanitarian organization to determine the extent to which refugees were being protected from sexual exploitation and abuse in

refugee camps in Darfur. Based on the findings of this audit, implemented strategies to bolster the organization's safeguarding practices for refugees.

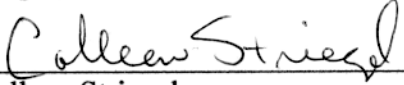
- Investigated allegations of sexual misconduct by an aid worker against a Syrian refugee in Amman, Jordan. Based on the results of the investigation, recommended corrective action measures to better protect women, children, and other vulnerable people from sexual exploitation and abuse of refugees by aid workers.
- Developed a training program to help United Nations' management staff working in Somalia to understand their responsibilities in protecting vulnerable populations from sexual exploitation and abuse.
- Conducted 5 workshops for humanitarian staff and managers on how to develop community-based complaint mechanisms to facilitate the reporting of sexual exploitation and abuse incidents. Training included how to effectively prevent and respond to sexual exploitation and abuse of vulnerable populations.
- Served on two panels to discuss the problem of sexual exploitation and abuse of vulnerable populations.
- Created marketing materials to get HumanitarianHR's message out to the international humanitarian and development sector

(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.

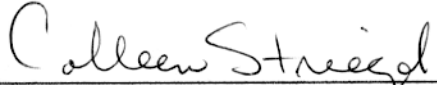
CERTIFICATION BY THE BOARD OF DIRECTORS

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
Chief Executive Officer



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Original File Number 1018253300042

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
03/19/2019 11:59 PM

Steve Simon

Steve Simon
Secretary of State