

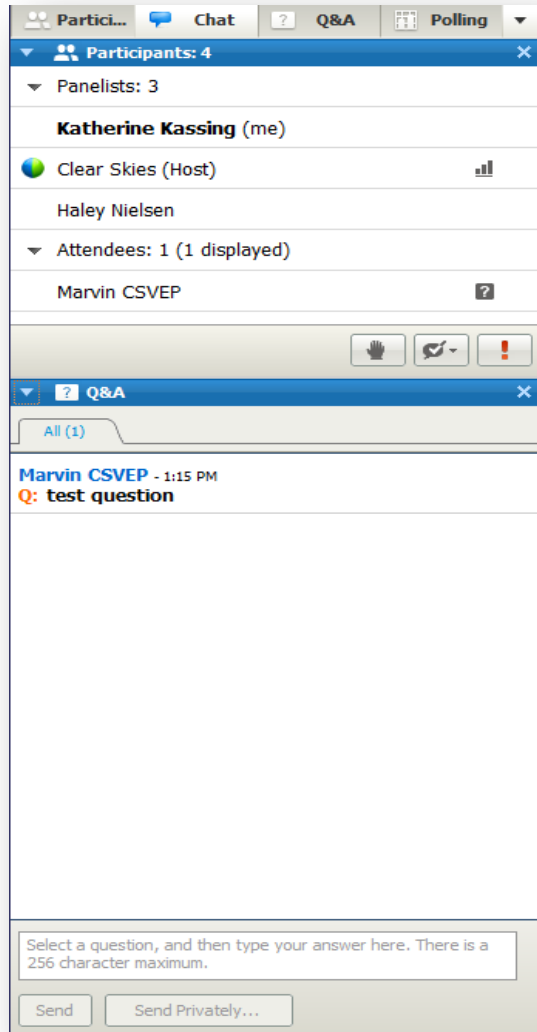
A How To Guide: Sustainable + Fossil Free 401(k)s

Educational Webinar
January 14, 2016



General Information

- For technical support call **1-866-863-3904**
- Use the **Q&A window** to send us your questions
- You will receive an email with a link to the recording within 24 hours



For more info:

<https://fossilfreefunds.org>

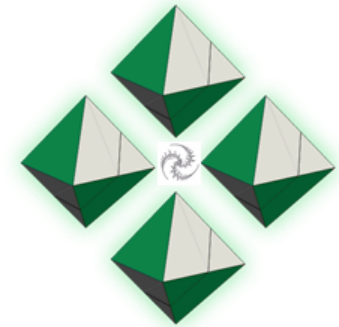
@FossilFreeFunds

Fossil Free Funds

A project of



AS YOU SOW



MVP™ (More Value & Profit)

HIPSM : INVESTOR
Human Impact + Profit



A How To Guide: Sustainable + Fossil Free 401(k)s

January 14, 2016

Expert Panelists



Andy Behar
CEO
As You Sow



Paul Herman
CEO
HIP Investor



Joy P. Poland
CEO, More Value
+ Profit (MVP)



Burke Pemberton
Partner
EBS

A Sustainable 401(k) How To Guide

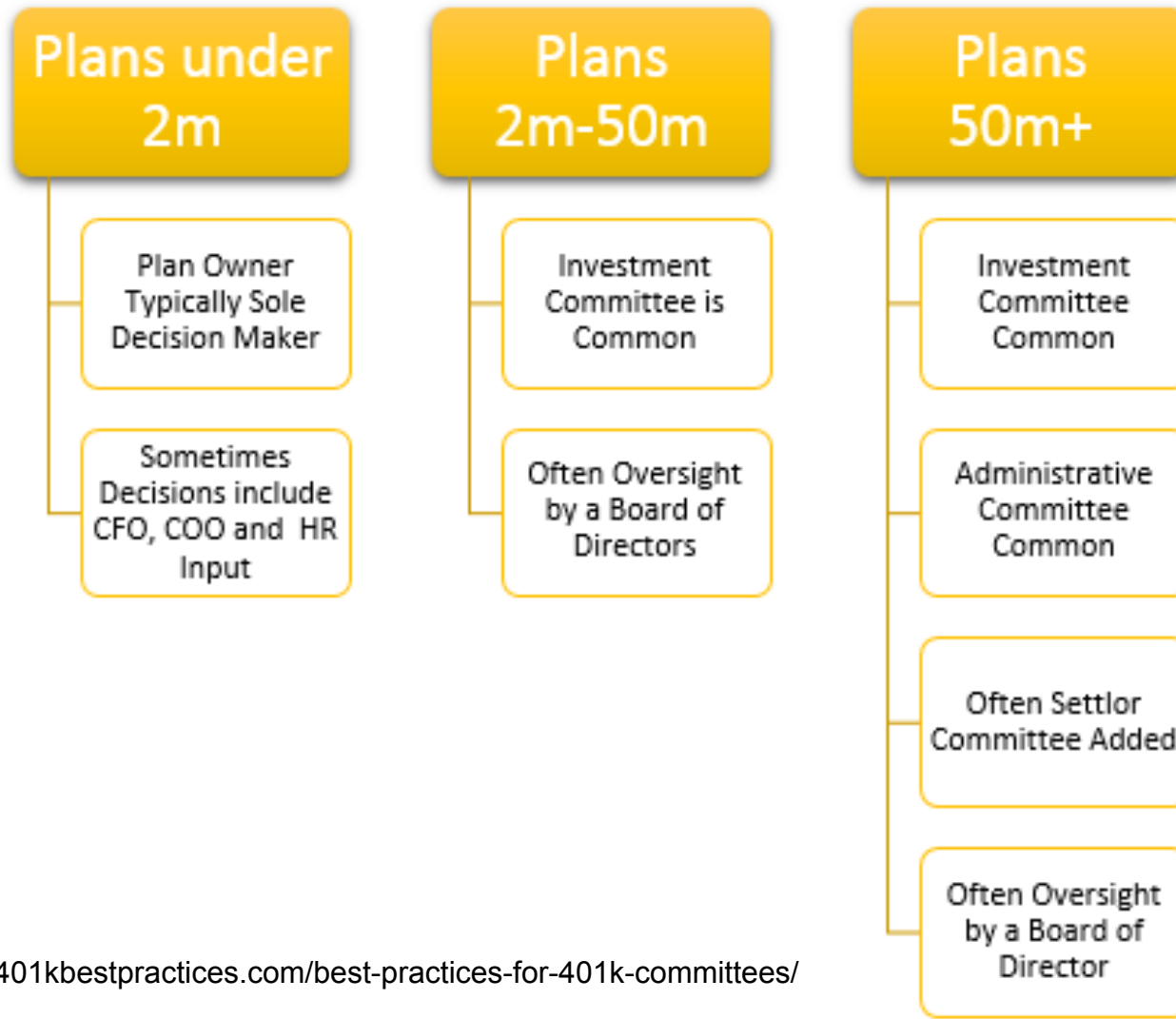
- **Know Your 401(k)**
- Who Wants a Sustainable 401(k)?
- How Can I Make My 401(k) Sustainable?
 - FossilFreeFunds.org tool
 - MVP 7-Step Process
 - HIP Impact Ratings
 - Potential Pushbacks
- Q&A: What Will You Do Next?

Who's Who in 401(k)s

- **Employee** *Plan Participant = The Investor*
- **Employer** *Plan Sponsor = Fiduciary*
- **Recordkeeper** *Retirement Service Provider*
- **Investment Providers** *Mutual Funds + ETFs*
- **Financial Advisors** *Education + Recommendations*

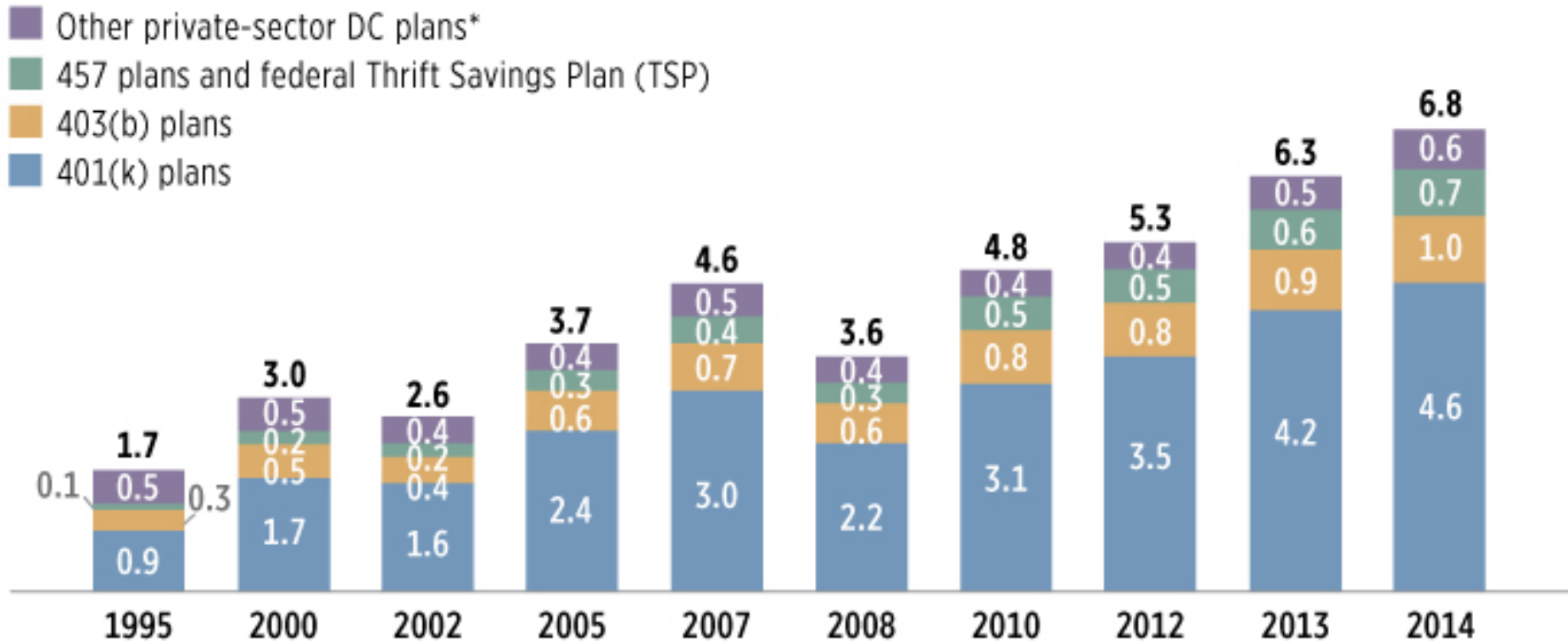
Your 401(k): Who's In Charge?

Sample Oversight Depending on Plan Size



\$ Trillions in 401(k)s

= Big Lever for Group Action



Defined contribution plan assets by plan type, trillions of dollars; year-end, selected years (ICI Factbook 2015)

A Sustainable 401(k) How To Guide

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- **Who Wants a Sustainable 401(k)?**
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Expert Panelists



Burke Pemberton, MBA
Partner
EBS

WHO IS EBS?

- **Strategic Sustainability Consultants to the Real Estate Industry**
- **Financially-Driven Recommendations**
- **Mission-Driven Organization**
- **Purpose maximizers as well as profit maximizers**
- **Fast-growth oriented company**



LinkedIn

Google

Gensler



DPR
CONSTRUCTION



Boston Properties

Foster + Partners

Why a Sustainable, Fossil-Free 401(k)?

- Engage our employees even more
- Authenticity: align ALL business practices with Mission & Vision
- Leadership: 1st organization to implement fully sustainable, fossil-free 401(k) company-wide
- Transparency: Know what we own



How did our 401(k) go Fossil Free?

- **LEARN:** 401(k) “University”
- **PARTNER:** Find 401(k) advisors
- **RATINGS:** Add impact-ratings
- **RESULTS:** Employees lead!



EBS: Our 401(k) Fund Choices

PROFIT

IMPACT

IMPACT + PROFIT

Name	Category	Ticker	5-Year Morningstar Rating	5-Year Sharpe Ratio	HIP IMPACT Rating Relative to Industry Sectors	Overall
Calvert Short Duration Income I	Short-Term Bond	CDSIX	★★★★	2.26	77%	
Vanguard Short-Term Inv-Grade Adm	Short-Term Bond	VFSUX	★★★★	2.24	79%	
Praxis Intermediate Income I	Intermediate-Term Bond	MIIIIX	★★★	2.03	67%	
Vanguard Total Bond Mkt Index Signal	Intermediate-Term Bond	VBTSX	★★	1.57	78%	
Vanguard Interm-Term Treasury Adm	Intermediate-Term Bond	VFIUX	★★★	0.76	85%	
Vanguard Interm-Term Bond Index Signal	Intermediate-Term Bond	VIBSX	★★★	1.43	79%	
DFA Inflation-Protected Securities I	Intermediate-Term Bond	DIPSX	★★★★	0.90	85%	
Calvert High Yield Bond I	High Yield Bond	CYBIX	★★★	2.38	57%	
Parnassus Equity Income - Inv	Large Blend/Growth	PRBLX	★★★★	1.51	71%	
DFA US Large Company I	Large Blend/Growth	DFUSX	★★★★	1.44	67%	
Vanguard Total Stock Mkt Idx Signal	Large Blend/Growth	VTSSX	★★★★	1.44	74%	
Calvert Equity I	Large Blend/Growth	CEYIX	★★★	1.34	76%	
DFA US Sustainability Core 1	Large Blend/Growth	DFSIX	★★★★★	1.40	69%	
DFA US Large Cap VALUE I	Large Blend/Growth	DFLVX	★★★★★	1.35	76%	
Vanguard Mid Cap Index Signal	Mid Blend	VMISX	★★★★★	1.43	52%	
Ariel Appreciation Investor	Mid Blend	CAAPX	★★★★	1.25	59%	
DFA US Small Cap I	Small Blend	DFSTX	★★★★★	1.34	39%	
DFA US Targeted VALUE I	Small Blend	DFVFX	★★★★	1.26	43%	
DFA Global Real Estate Securities I	Specialty - Real Estate	DFGEX	★★★★★	1.28	59%	
Calvert Global Water Y	Foreign Large Value/World Stock	CFWYX	★★★★★	1.25	66%	
DFA International Small Company I	Foreign Large Value/World Stock	DFISX	★★★	1.13	68%	
DFA Intl Sustainability Core 1	Foreign Large Value/World Stock	DFSPX	★★★★	0.92	79%	
Vanguard International GROWTH Adm	Foreign Large Value/World Stock	VWILX	★★★	0.95	75%	
DFA International Small Cap VALUE I	Foreign Large Value/World Stock	DISVX	★★★	1.05	71%	
DFA Emerging Markets I	Foreign Large Value/World Stock	DFEMX	★★★	0.76	60%	
DFA International VALUE I	Foreign Large Value/World Stock	DFIVX	★★★	0.84	81%	
DFA Emerging Markets Core Equity I	Foreign Large Value/World Stock	DFCEX	★★★★	0.78	58%	
DFA Emerging Markets VALUE I	Foreign Large Value/World Stock	DFEVX	★★★	0.69	57%	

* Past 5 years, as of 5/31/2014; HIP Scores (2012/13)
 Source: EBS 401(k); Morningstar; HIP Investor Ratings

EBS: Sustainable, Fossil-Free 401(k) RESULTS

		"Who"	"How MUCH"
		<i>Participation %</i>	<i>Contribution %</i>
2013		14%	1.6%
2014		93%	5.1%
2015		100%	7.1%

My work and life are sustainable
but is my 401(k) fossil-free?



Kristen Magnuson, M.Sci
LEED AP - Architect
Environmental Building Strategies

2016: Employees Can Invest Fossil-Free

- **Investable Fossil-Free Portfolios in 401(k):**
 - 5 risk profiles (aggressive to conservative)
 - *Diversified (stocks/bonds/real-estate/water) funds free of fossil-fuel producers...*
 - *...and free of guns and ammo makers too*
- **Cooperation with our 401(k) partners:**
 - *HIP Investor* analyzes funds; builds diversified models
 - Investment advisor *Communitas Financial* educates staff, guide to appropriate investment allocations
 - New 401(k) platform = *QBOX Fiduciary Solutions*

A Sustainable 401(k) How To Guide

- Know Your 401(k)
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Expert Panelists



Andy Behar
CEO
As You Sow



Aligning 401(k) with Mission



Andy Behar
CEO
As You Sow

- *As You Sow MISSION:*
Advocate for citizens and society, via shareholders
- *401(k) was not fossil-free:*
Mutual funds owned firms that weren't mission-aligned
- *Solution:* **Build a tool + change our 401(k) choices**
www.FossilFreeFunds.org

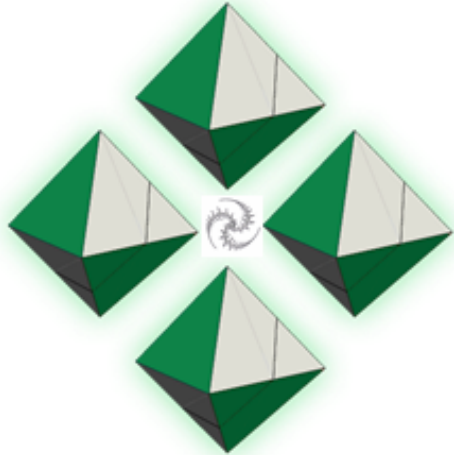
Fossil Free Funds

A project of



AS YOU SOW

Expert Panelists



MVP™ (More Value & Profit)

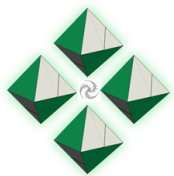
7-Step Process



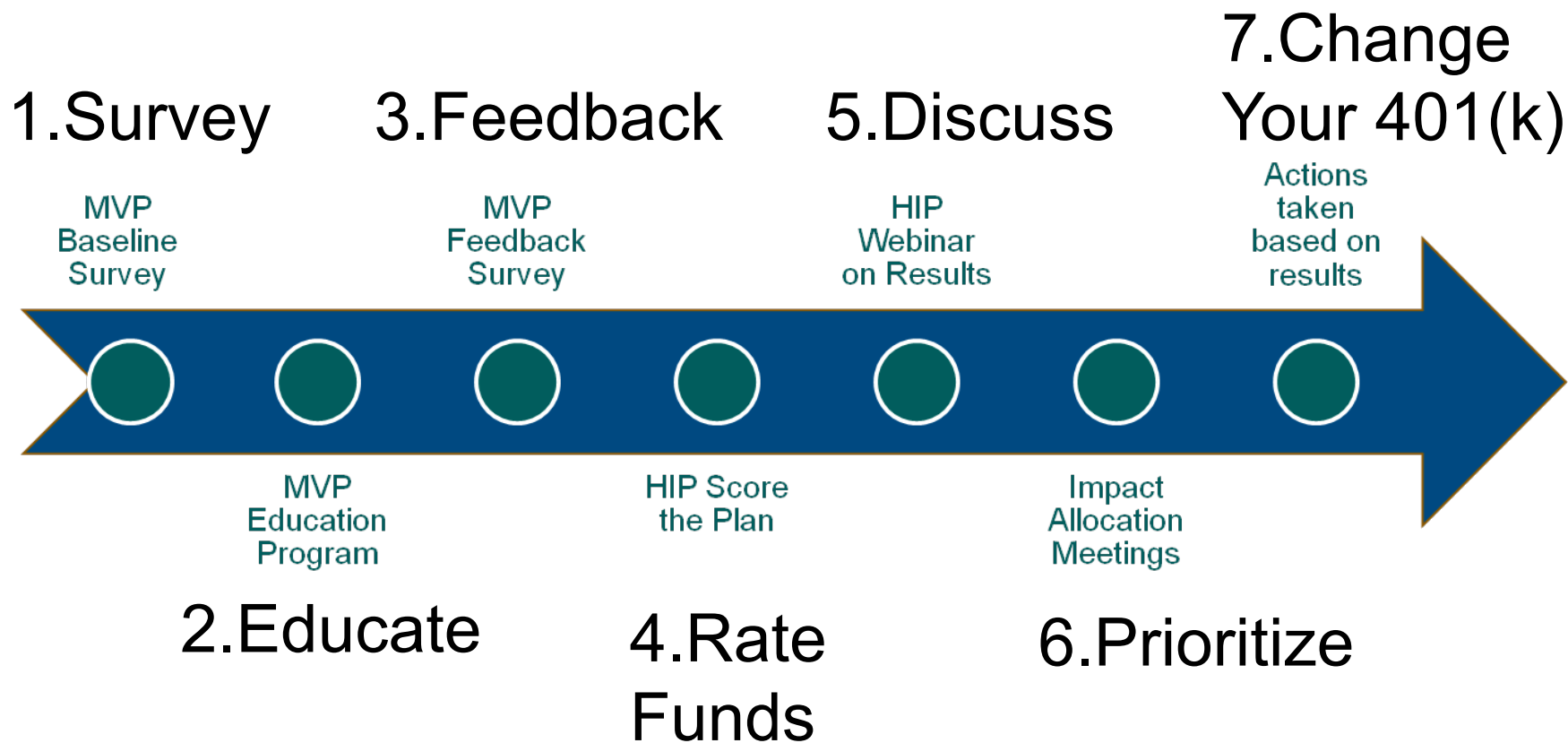
Joy Pettirossi-Poland, M.Sci
CEO, More Value + Profit
(MVP)

The MVP+HIP 401(k) Sustainability Program

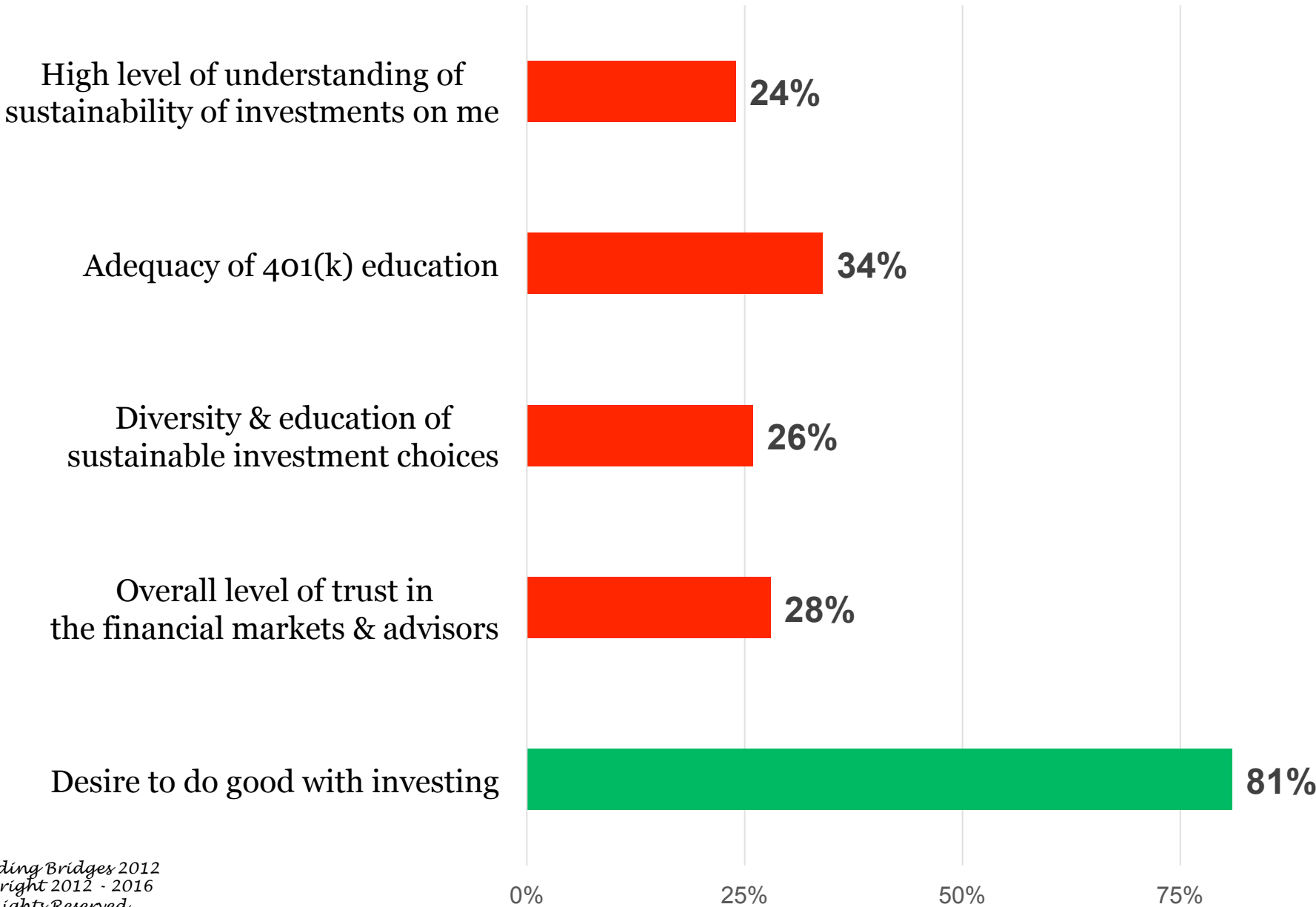
“Know What You Own” Process



MVP™ (More Value & Profit)

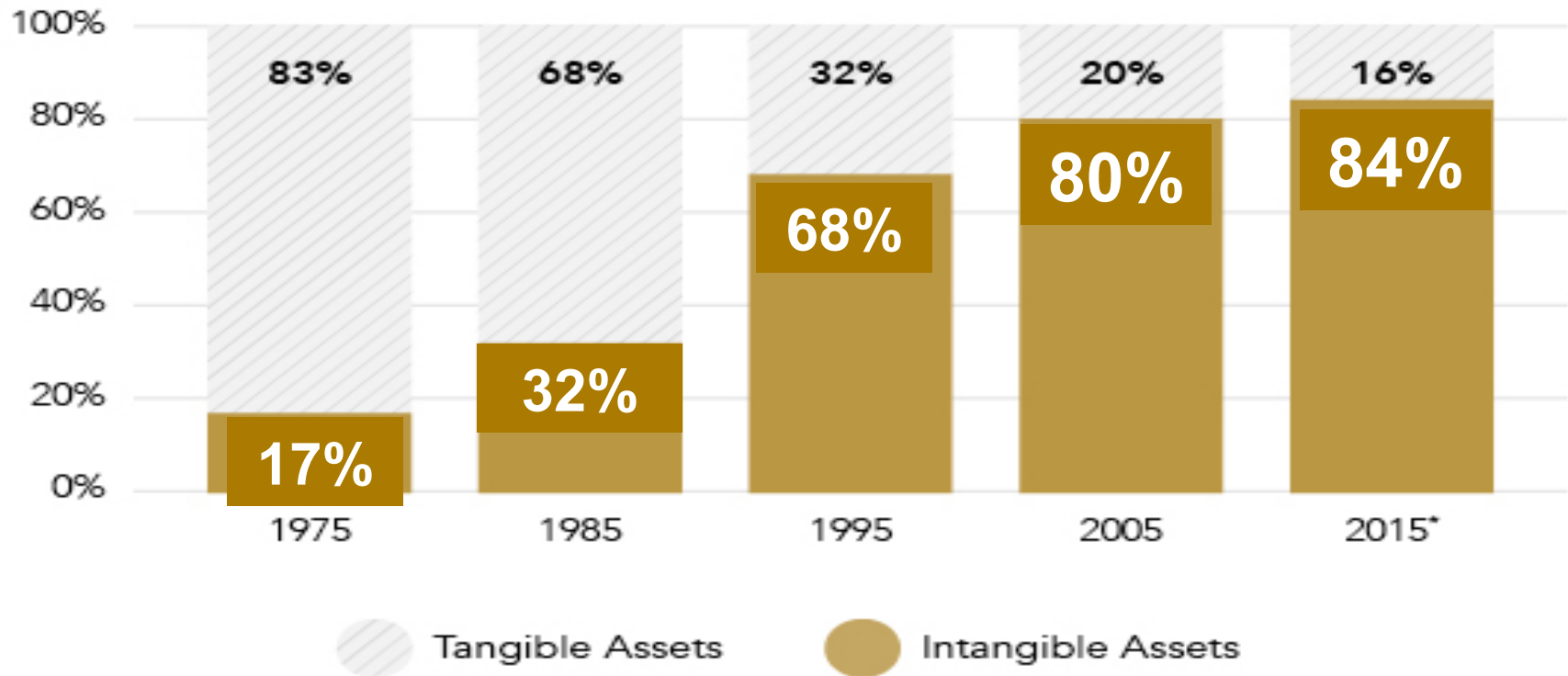


Step 1 Survey: Get a baseline of your employees understanding and attitudes of their 401(k) plan and investments

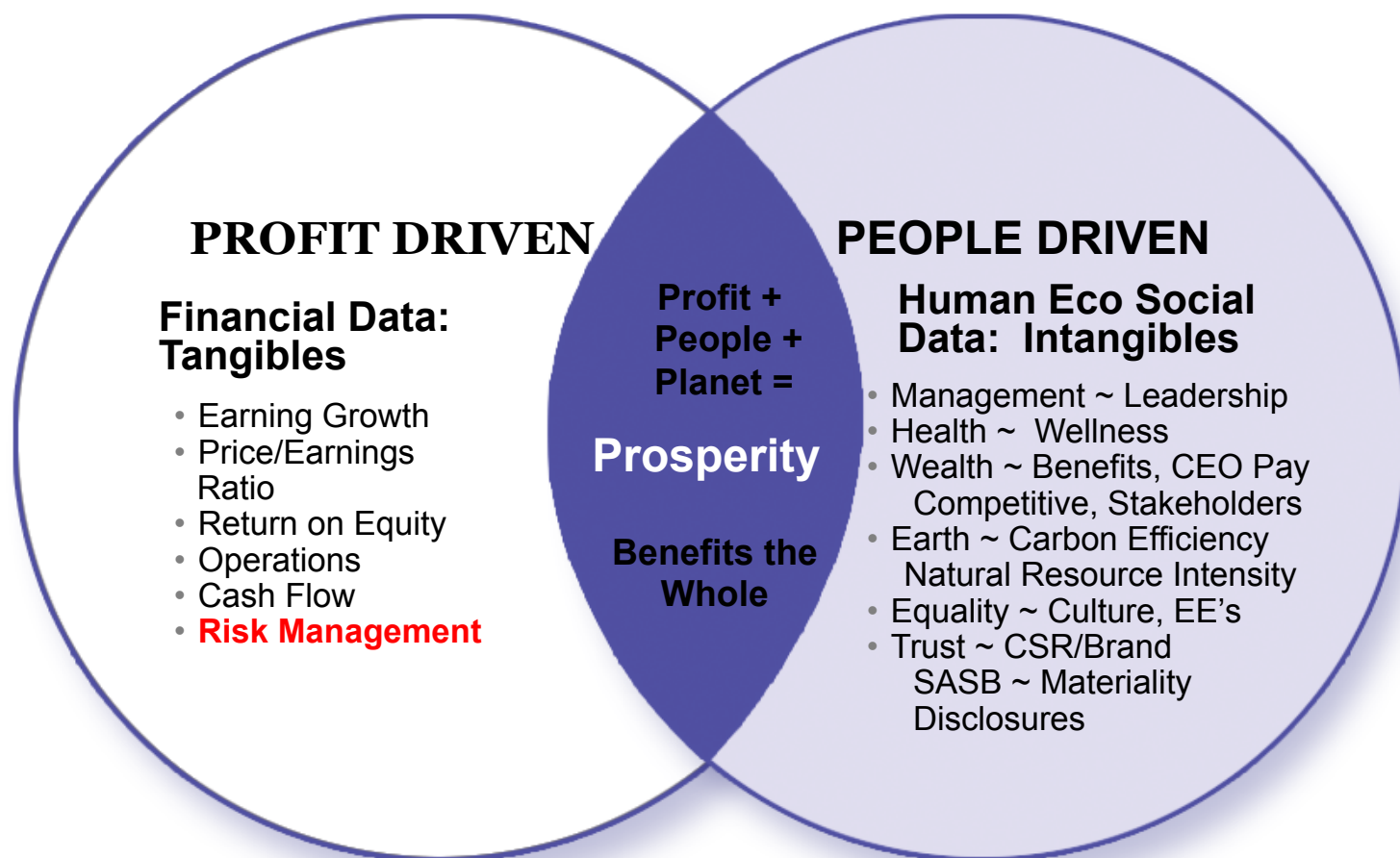


Step 2 Educate: 84% of Stock Market Value Is Intangible (People, Patents, Brands)

COMPONENTS *of* S&P 500 MARKET VALUE



Sustainable Investing Centers on Analyzing Both Financial (Tangible) and Off-Balance Sheet (Intangibles)



**Develop all vital capitals:
Human, Environmental, Social & Financial**

6 Key Intangible Drivers that Reveal Future Risk & Value Creation Potential

- 1. Customer Satisfaction (Gallup 21%)**
- 2. Employee Engagement/Retention (Best Companies To Work For outperforms)**
- 3. Carbon Efficiency (CDP outperforms)**
- 4. Board Diversity (Credit Suisse outperforms)**
- 5. Governance/Legal Exposure (SASB)**
- 6. Supply Chain Management (SASB)**

Step 3 Feedback: MVP Feedback Results

Usefulness of information & presenter clear and easy to understand

93%

Desire to have **more information on sustainability**, impact and ESG

79%

Desire to know your **sustainability and impact scores on your investments**

77%

If you could see the impact of your investments quantified would you **contribute more to your 401(k) plan**

55%

Do you think creating a signature for your company around sustainability would increase market share and **better engage employees**

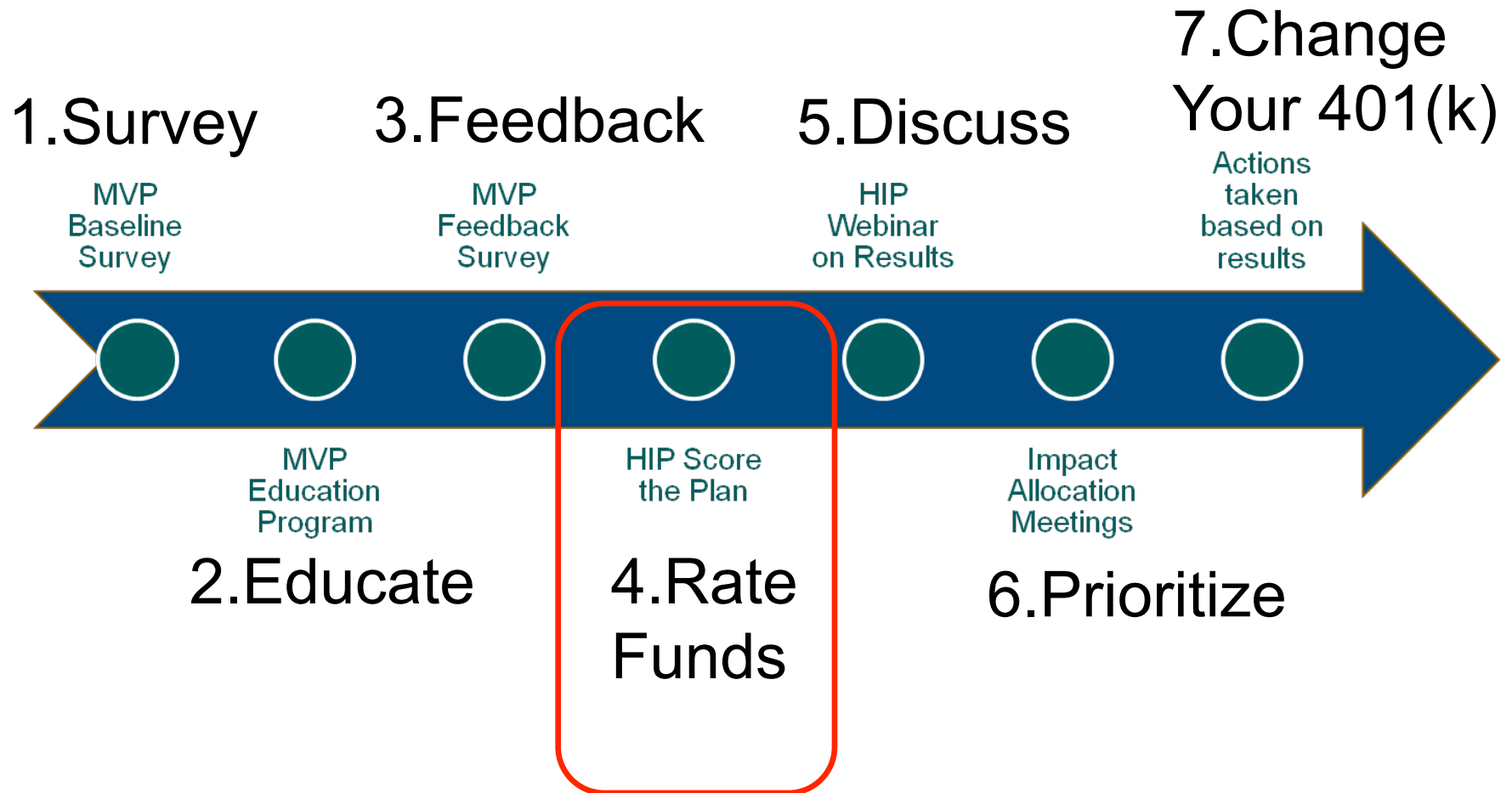
71%

The MVP+HIP 401(k) Sustainability Program

“Know What You Own” Process



MVP™ (More Value & Profit)



Expert Panelists



Paul Herman
CEO
HIP Investor
Ratings + Portfolios

15,000 HIP Ratings globally

4,800 corporations
10,000 muni bonds
200+ countries

Model Portfolios

* Including Fossil-Free

HIP Rates Investments from Zero to 100
 Measuring Impact, Future Risk + Return Potential

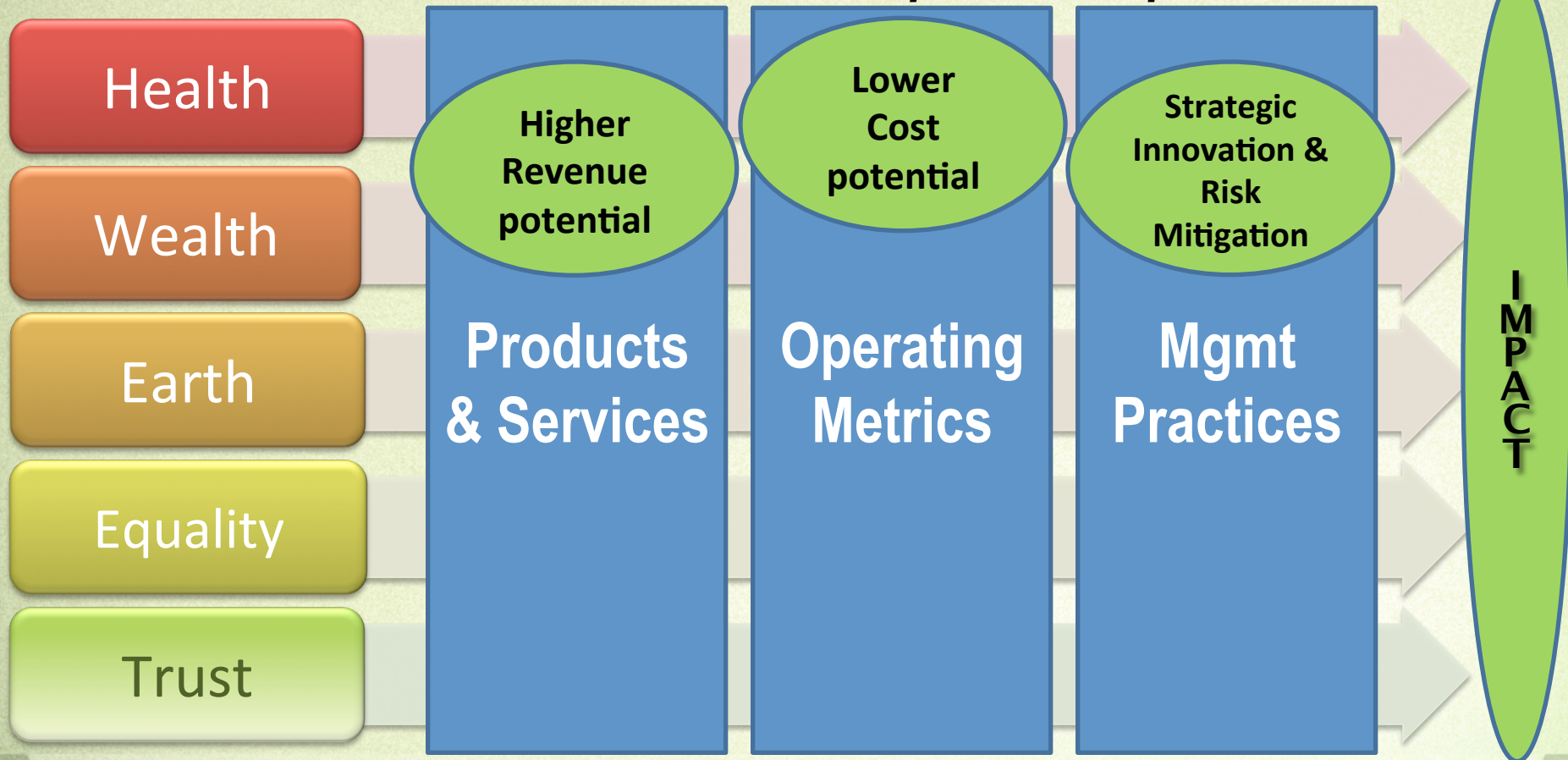


Worst: 0	Score	Best: 100
Net Negative	IMPACT Health, Wealth, Earth, Equality, Trust	Net Positive
More Volatile	Future RISK	More Resilient
Lesser Potential	Future RETURNS	Stronger Potential

HIP's Factors Connect Directly to Cash Flow, Profit and Shareholder Value

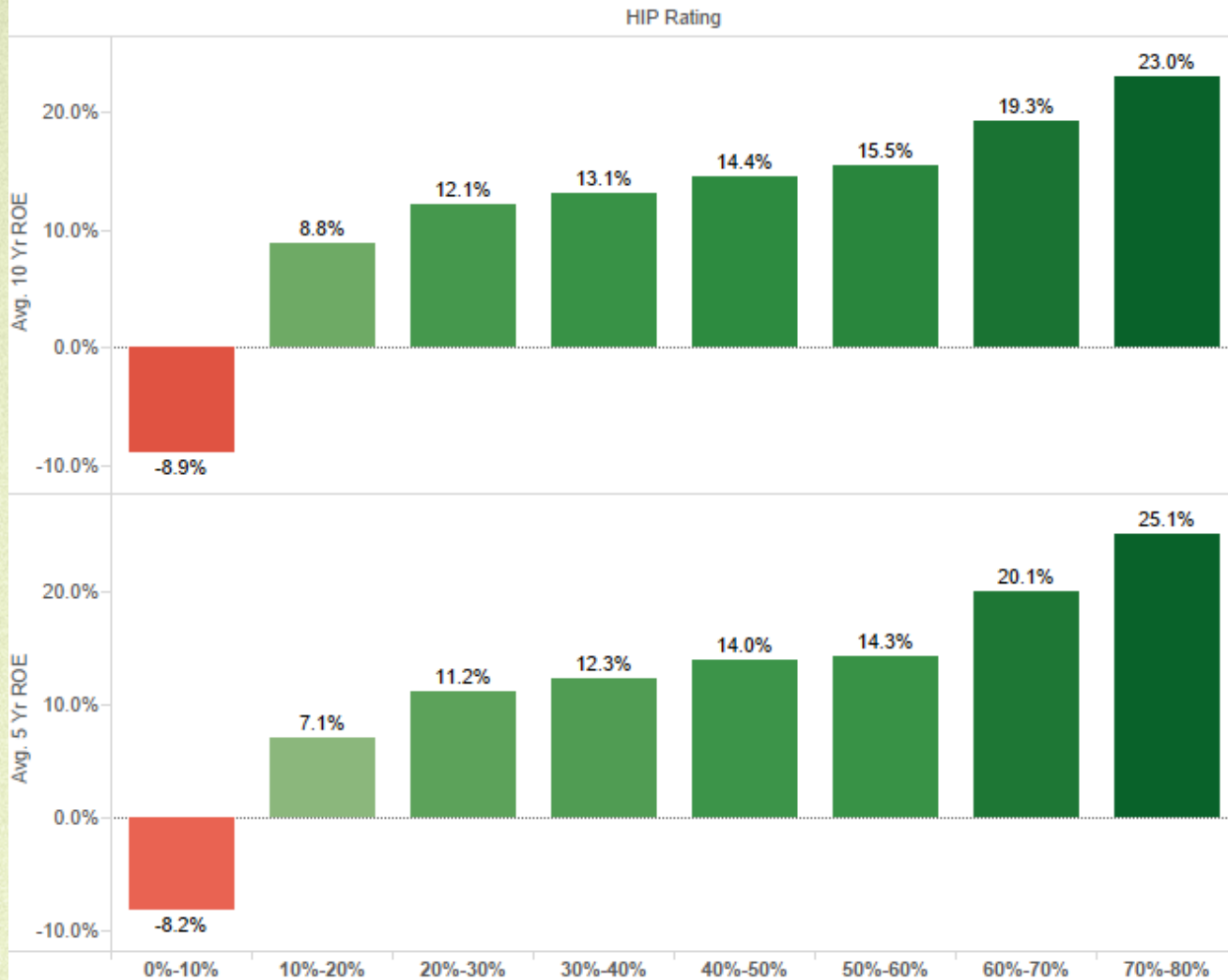
"How HIP Is This Investment?"

HIP = Human Impact + Profit

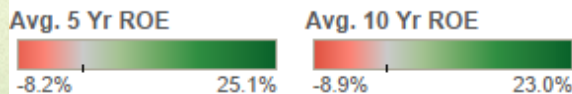


HIP Investor's Sustainability Ratings Link to Higher ROE

ROE vs HIP Rating - Global Coverage



Average of 10 Yr ROE and average of 5 Yr ROE for each HIP Rating. For pane Average of 10 Yr ROE: Color shows average of 10 Yr ROE. The marks are labeled by average of 10 Yr ROE. For pane Average of 5 Yr ROE: Color shows average of 5 Yr ROE. The marks are labeled by average of 5 Yr ROE. The view is filtered on HIP Rating, which excludes Null.



FOURSTAR 401(K) PLAN FUND CHOICES				HISTORICAL FINANCIALS			FORWARD-LOOKING IMPACT					FEES
Name	Ticker	Global Broad Category Group	RISK	RETURN	RET/RISK	HIP IMPACT Rating	% of Value Rated	HIP Rating RELATIVE To....			Net Expense Ratio	
			Std Dev 5 Yr (Qtr-End) USD	Total Ret Annlzd 5 Yr (Qtr-End) USD	Sharpe Ratio 5 Yr (Qtr-End) USD			...Indus-try Sectors	...Size of Market Cap	...Geo-graphic Region		
JHVIT Total Bond Market Tr B Ser I	JTBMX	Fixed Income	2.92	3.14	1.05	64%	49%	86%	69%	88%	0.30	
JHFunds2 Active Bond 1	JIADX	Fixed Income	3.10	5.19	1.63	59%	63%	79%	62%	82%	0.68	
PIMCO Total Return A Load Waived	PTTAX	Fixed Income	3.72	3.62	0.96	66%	79%	83%	60%	84%	0.85	
PIMCO Real Return A Load Waived	PRTNX	Fixed Income	5.77	2.84	0.50	69%	99%	85%	67%	82%	0.85	
American Funds Washington Mutual R5	RWMFX	Equity	10.57	16.60	1.51	52%	99%	80%	58%	87%	0.34	
JHVIT 500 Index Tr B Ser I	JFIVX	Equity	12.02	17.02	1.37	49%	97%	77%	54%	83%	0.30	
JHVIT Total Stock Market Index I	JETSX	Equity	12.43	16.80	1.31	50%	77%	79%	54%	84%	0.56	
American Funds Fundamental Invs R5	RFNFX	Equity	12.65	16.23	1.25	49%	97%	77%	51%	81%	0.35	
Vanguard Growth Index Adm	VIGAX	Equity	12.85	18.65	1.40	44%	97%	72%	46%	76%	0.09	
Prudential Jennison Mid Cap Growth Z	PEGZX	Equity	12.88	16.54	1.25	32%	77%	46%	35%	52%	0.77	
Vanguard Mid-Cap Value ETF	VOE	Equity	13.25	17.75	1.30	37%	93%	56%	49%	63%	0.09	
JHVIT Mid Cap Index I	JECIX	Equity	14.54	17.37	1.18	32%	68%	46%	46%	53%	0.46	
JHVIT Small Cap Value I	JESVX	Equity	15.00	17.29	1.14	51%	0%	80%	72%	66%	1.12	
Vanguard Small Cap Growth Index Admiral	VSGAX	Equity	16.69	18.75	1.11	31%	26%	45%	46%	53%	0.09	
JHVIT Small Cap Index I	JESIX	Equity	16.81	16.76	1.01	59%	5%	89%	87%	91%	0.52	
DFA US Small Cap I	DFSTX	Equity	16.87	18.45	1.09	30%	20%	42%	45%	49%	0.37	
DFA US Targeted Value I	DFFVX	Equity	17.37	17.45	1.01	30%	47%	44%	44%	50%	0.37	
American Funds Europacific Growth R5	RERFX	Equity	14.80	10.07	0.72	49%	90%	75%	59%	74%	0.53	
JHVIT International Eq Idx Tr B Ser I	JIEQX	Equity	16.04	7.79	0.54	51%	71%	81%	62%	79%	0.39	
American Funds New Perspective R5	RNPFX	Equity	13.13	14.20	1.08	50%	96%	79%	58%	80%	0.49	
American Funds Capital World Gr&Inc R5	RWIFX	Equity	13.27	12.91	0.98	50%	94%	78%	58%	79%	0.49	
Templeton World A Load Waived	TEMWX	Equity	15.18	12.15	0.83	54%	96%	85%	68%	82%	1.05	
JHancock Lifestyle Conservative 1	JILCX	Allocation	4.39	6.31	1.40	57%	71%	73%	55%	75%	0.11	
JHancock Lifestyle Moderate 1	JILMX	Allocation	6.35	8.38	1.29	#N/A	#N/A	#N/A	#N/A	#N/A	0.11	
JHancock Lifestyle Balanced 1	JILBX	Allocation	8.76	10.16	1.15	49%	73%	70%	53%	73%	0.11	
JHancock Lifestyle Growth 1	JILGX	Allocation	11.18	12.06	1.07	47%	78%	69%	53%	72%	0.11	
JHancock Lifestyle Aggressive 1	JILAX	Allocation	13.13	13.46	1.03	45%	81%	70%	53%	72%	0.11	
JHancock Retire Living through 2010 1	JLAOX	Allocation	7.36	8.83	1.18	53%	72%	72%	54%	74%	0.14	
JHancock Retire Living through 2015 1	JLBOX	Allocation	8.41	9.70	1.14	51%	73%	71%	54%	74%	0.13	
JHancock Retire Living through 2020 1	JLDOX	Allocation	9.72	10.76	1.10	50%	74%	71%	54%	74%	0.13	
JHancock Retire Living through 2025 1	JLEOX	Allocation	10.99	11.79	1.07	49%	77%	71%	54%	74%	0.13	
JHancock Retire Living through 2030 1	JLFOX	Allocation	11.94	12.50	1.05	48%	79%	71%	54%	74%	0.13	
JHancock Retire Living through 2040 1	JLIOX	Allocation	12.45	13.01	1.04	47%	81%	71%	54%	74%	0.13	
JHancock Retire Living through 2045 1	JLJOX	Allocation	12.47	12.98	1.04	47%	81%	71%	54%	74%	0.13	
JHancock Retire Living through 2035 1	JLHOX	Allocation	12.49	12.93	1.04	47%	81%	71%	54%	74%	0.13	
JHancock Retire Living through 2055 1	JLKUX	Allocation	7.17	14.58	2.03	47%	82%	71%	54%	74%	0.15	
JHancock Retire Living through 2050 1	JLKOX	Allocation	7.79	13.39	1.72	47%	82%	71%	54%	74%	0.16	

Sources: HIP Investor Ratings; Morningstar; fund managers

* Past 5 years, as of 7/31/2015 HIP Scores (2013/14)

PORTFOLIO 21 Global Equity Fund (PORTX, PORIX)



HIP RATING



RELATIVE RATINGS

INDUSTRY



CAP SIZE



GEOGRAPHY



GLOBAL EQUITY

HOLDINGS: 98

COVERAGE: 96%

Benchmark: iShares MSCI ACWI ETF



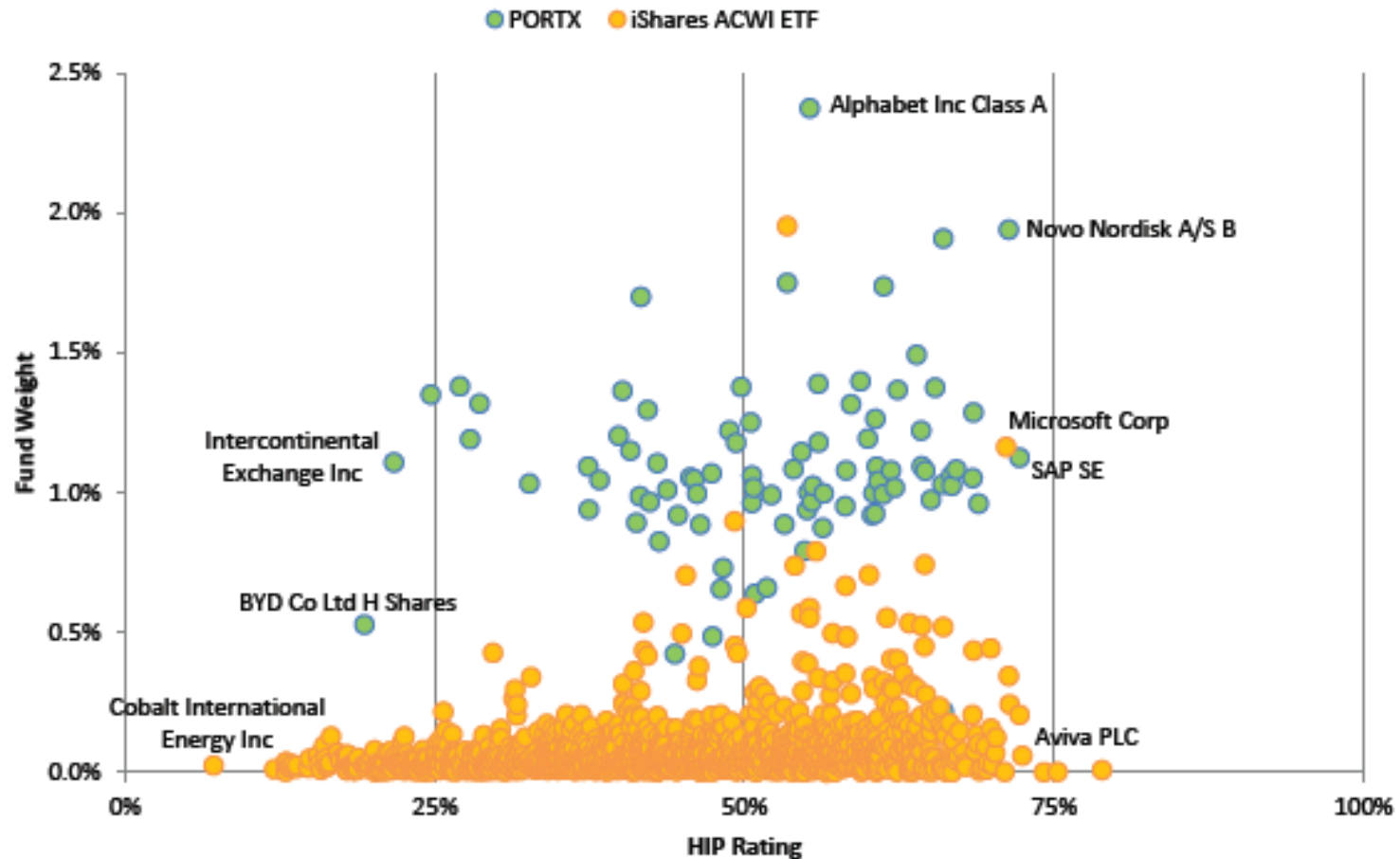
MID AND LARGE CAP GLOBAL EQUITY

HOLDINGS: 1,257

COVERAGE: 98%








Comparison of HIP Ratings + Weights of Holdings

Portfolio 21's (PORTX) Ratings and Weights by security against iShares MSCI ACWI ETF Benchmark



Deep Dive into Leaders in Sustainability

TOP RATED HOLDINGS BY PILLAR

Pillar	Company	Rating	Median by Pillar within Fund	Commentary	Weight
Health	 Red Electrica de España SA	78	36	Offers very competitive and comprehensive employee benefits, reports a 93% employee satisfaction, and exhibits strong employee retention rates.	1.0%
Wealth	 Novartis AG	87	46	Shown commitment to investing in community development through philanthropic efforts and employee engagement. Also shows a high average employee compensation.	1.1%
Earth	 Allianz SE	86	51	Has set targets for carbon reduction and monitors performance. Has reported a low ratio of released metric tonnes of carbon dioxide to revenue. Also has a high resource efficiency rating with recycling over 35% of materials used.	1.1%
Equality	 Allianz SE	79	43	53% of employees and 34% of managers are women. Strong sales diversification by segment also contribute to a high Equality rating as only 25% of sales go to the largest segment.	1.1%
Trust	 Unilever	92	34	Very low legal costs over revenue ratio and zero lobbying or political contribution expenses	1.2%
Management Practices	 Praxair Inc	91	65	Has a CSR committee and policies to integrate ESG issues into its strategy and day-to-day decision making	1.2%
Products and Services	 SAP SE	95	60	SAP's products allow businesses to replace material intensive practices with software solutions that increase efficiency and reduce materials use.	1.1%

FOURSTAR 401(K) PLAN FUND CHOICES

Name	Ticker	Global Broad Category Group	Morningstar Rating	PROFIT	IMPACT	FEES	FUND
				RET/RISK	FUTURE RISK	Net	SELECTOR
				Sharpe Ratio 5 Yr (Qtr-End) USD	...Indus-try Sectors	Expense Ratio	(Net Impact X Profit) / Fees
JHVIT Total Bond Market Tr B Ser I	JTBMX	Fixed Income	★★★	1.05	86%	0.30	1.3
JHFunds2 Active Bond 1	JIADX	Fixed Income	★★★★★	1.63	79%	0.68	0.7
PIMCO Total Return A Load Waived	PTTAX	Fixed Income	★★★★	0.96	83%	0.85	0.4
PIMCO Real Return A Load Waived	PRTNX	Fixed Income	★★★★	0.50	85%	0.85	0.2
American Funds Washington Mutual R5	RWMFX	Equity	★★★★	1.51	80%	0.34	1.4
JHVIT 500 Index Tr B Ser I	JFIVX	Equity	★★★★	1.37	77%	0.30	1.2
JHVIT Total Stock Market Index I	JETSX	Equity	★★★★	1.31	79%	0.56	0.7
American Funds Fundamental Invs R5	RFNFX	Equity	★★★★	1.25	77%	0.35	1.0
Vanguard Growth Index Adm	VIGAX	Equity	★★★★	1.40	72%	0.09	3.4
Prudential Jennison Mid Cap Growth Z	PEGZX	Equity	★★★★	1.25	46%	0.77	(0.1)
Vanguard Mid-Cap Value ETF	VOE	Equity	★★★★★	1.30	56%	0.09	0.9
JHVIT Mid Cap Index I	JECIX	Equity	★★★★	1.18	46%	0.46	(0.1)
JHVIT Small Cap Value I	JESVX	Equity	★★★★	1.14	80%	1.12	0.3
Vanguard Small Cap Growth Index Admiral	VSGAX	Equity	★★★	1.11	45%	0.09	(0.7)
JHVIT Small Cap Index I	JESIX	Equity	★★★	1.01	89%	0.52	0.8
DFA US Small Cap I	DFSTX	Equity	★★★★	1.09	42%	0.37	(0.2)
DFA US Targeted Value I	DFFVX	Equity	★★★★	1.01	44%	0.37	(0.2)
American Funds Europacific Growth R5	RERFX	Equity	★★★★	0.72	75%	0.53	0.3
JHVIT International Eq Idx Tr B Ser I	JIEQX	Equity	★★★	0.54	81%	0.39	0.4
American Funds New Perspective R5	RNPFX	Equity	★★★★	1.08	79%	0.49	0.6
American Funds Capital World Gr&Inc R5	RWIFX	Equity	★★★★	0.98	78%	0.49	0.6
Templeton World A Load Waived	TEMWX	Equity	★★★	0.83	85%	1.05	0.3
JHancock Lifestyle Conservative 1	JILCX	Allocation	★★★	1.40	73%	0.11	2.9
JHancock Lifestyle Moderate 1	JILMX	Allocation	★★★★	1.29	#N/A	0.11	#N/A
JHancock Lifestyle Balanced 1	JILBX	Allocation	★★★	1.15	70%	0.11	2.1
JHancock Lifestyle Growth 1	JILGX	Allocation	★★★	1.07	69%	0.11	1.9
JHancock Lifestyle Aggressive 1	JILAX	Allocation	★★★★	1.03	70%	0.11	1.8
JHancock Retire Living through 2010 1	JLAOX	Allocation	★★★★	1.18	72%	0.14	1.8
JHancock Retire Living through 2015 1	JLBOX	Allocation	★★★★	1.14	71%	0.13	1.9
JHancock Retire Living through 2020 1	JLDOX	Allocation	★★★★	1.10	71%	0.13	1.8
JHancock Retire Living through 2025 1	JLEOX	Allocation	★★★★	1.07	71%	0.13	1.7
JHancock Retire Living through 2030 1	JLFOX	Allocation	★★★★	1.05	71%	0.13	1.7
JHancock Retire Living through 2040 1	JLIOX	Allocation	★★★★	1.04	71%	0.13	1.7
JHancock Retire Living through 2045 1	JLJOX	Allocation	★★★★	1.04	71%	0.13	1.7
JHancock Retire Living through 2035 1	JLHOX	Allocation	★★★★	1.04	71%	0.13	1.7
JHancock Retire Living through 2055 1	JLKUX	Allocation	0		71%	0.15	-
JHancock Retire Living through 2050 1	JLKOX	Allocation	★★★★		71%	0.16	-

Sources: HIP Investor Ratings; Morningstar; fund managers

* Past 5 years, as of 7/31/2015 HIP Scores (2013/14)

HIP's Fund-Selection Formula to Rate Investment Choices

HISTORICAL
Risk-Return

MORNINGSTAR[®]

(X)
*Multiplied
by*

FUTURE
Risk-Return

HIPSM **INVESTOR**
● Human Impact + Profit


divided by **FEES:**
Expense Ratio (%)

Step 6 Prioritize - Employee Impact Allocation

You can make a difference with your investments

You can pick your impact and reward companies by investing in the ones that:

1. Are focused on mitigating risk
2. Achieve strong CSR (corporate social responsibility), striving to help solve problems for society
3. Seek strong financial performance at the same time



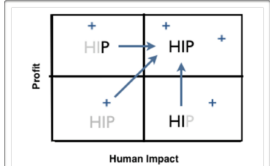
HIP INVESTOR
Human Impact + Profit

MVP™ (More Value & Profit) **Employee Impact Allocation**
Your Impact Goals:

Your Investing GOALS (e.g. school, house, wedding, kids, retirement, parental care)

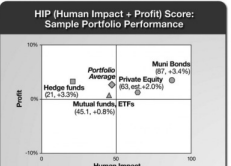
INVESTMENT GOAL: Use of Funds	Amount \$\$\$	By Year	Yrs Away
	\$	20__	
	\$	20__	
	\$	20__	

HOW MUCH IMPACT AND HOW MUCH PROFIT? – 2X2 OF A PORTFOLIO



Profit

Human Impact



HIP (Human Impact + Profit) Score:
Sample Portfolio Performance

HEALTH	WEALTH	EARTH	EQUALITY	TRUST
Employee Wellbeing	Scored for Impact	Carbon/Natural Resources	Diversity/Leadership EE Engagement	Transparency/CSR Sustainability Reports
___%	___%	___%	___%	___%

1. Your ASSET ALLOCATION: Investments Categorized for Risk-Return Potential

Very low risk; Very low return	Low risk; Low return	Medium risk; Med. return	High risk; High return	Very high risk; Very high return
Preserve principal safety	Generate current income	Blend income and growth	Seek long term growth	Aggressively invest and speculate
___%	___%	___%	___%	___%
CASH & CDs	BONDS	REAL ESTATE	STOCKS	NEW VENTURES
Your Investments:				

2. Your Impact INVESTING PLEDGE: _____% impact by 20__ Impact Scoring and HIP methodology provided by HIP Investor Ratings LLC.



Step 7: Take Action in Your 401(k)

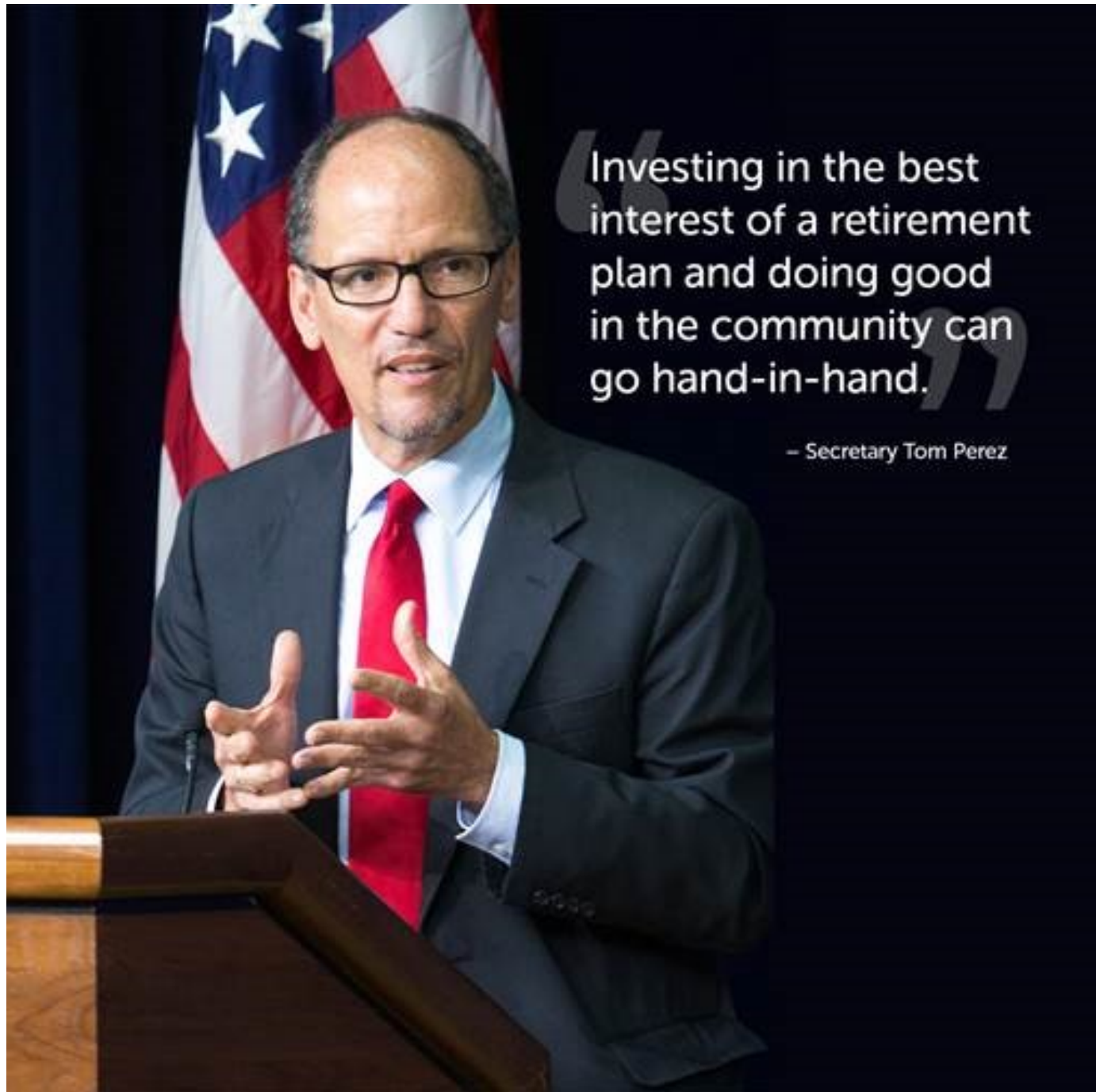
- Discovered **top customers and suppliers are in our 401(k)** mutual funds – employees are investing more
- **Add more sustainable mutual fund choices**
 - Both branded “sustainable”/SRI/ESG (e.g. Trillium)...
 - ...and well-managed non-SRI-branded funds
- **Demanding our 401(k) provider be more alert to sustainability – which links to future risk & return**

Potential Pushbacks:

What about...?

- **Fiduciary duty**
- Risk-return on portfolios
- 401(k) fees
- Employee requests

As of Nov. 2015,
your 401(k)
retirement plan's
fiduciary duty
(based on
ERISA) now
includes human,
social and
environmental
impact on
society



“Investing in the best
interest of a retirement
plan and doing good
in the community can
go hand-in-hand.”

– Secretary Tom Perez

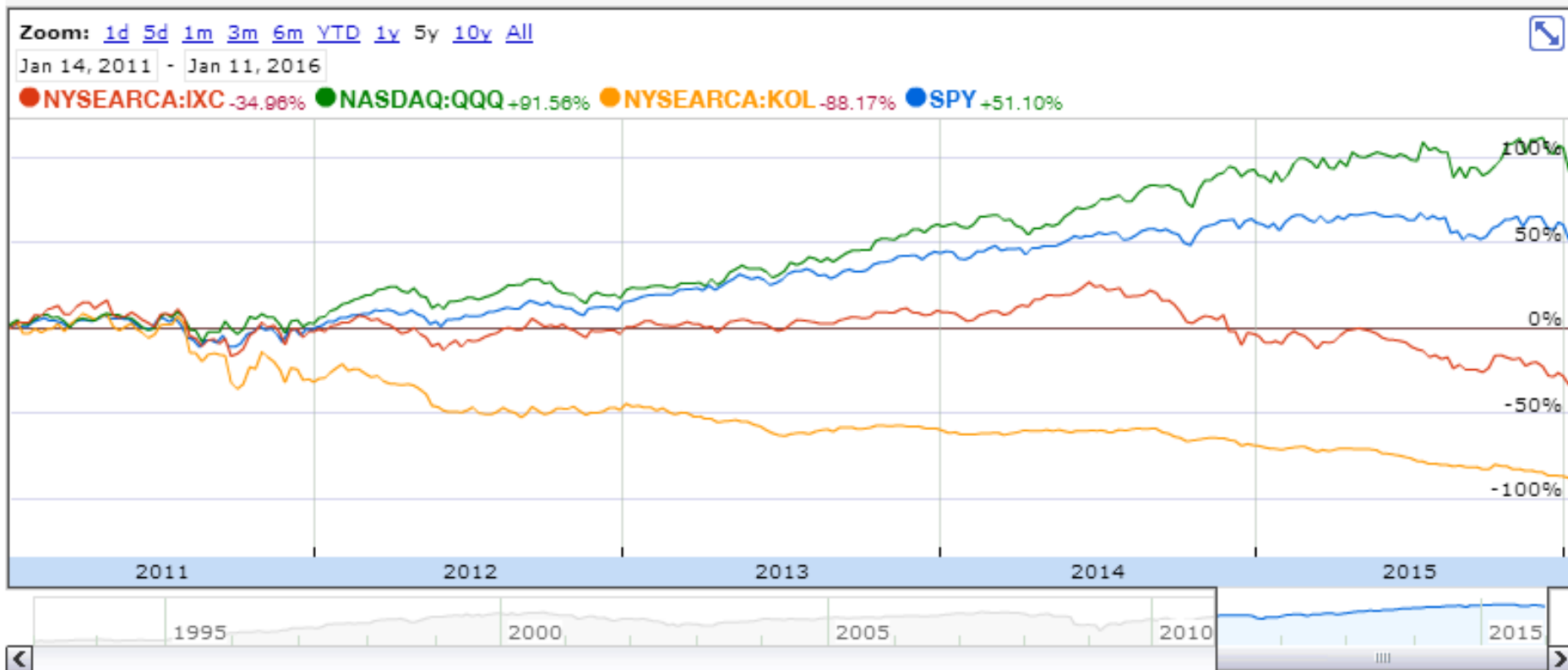
Sustainable Portfolios Can Outperform on Risk & Return

Morgan Stanley

- “Sustainable equity mutual funds had **equal or higher median returns** and **equal or lower volatility (risk)** than traditional funds for 64% of the periods examined”

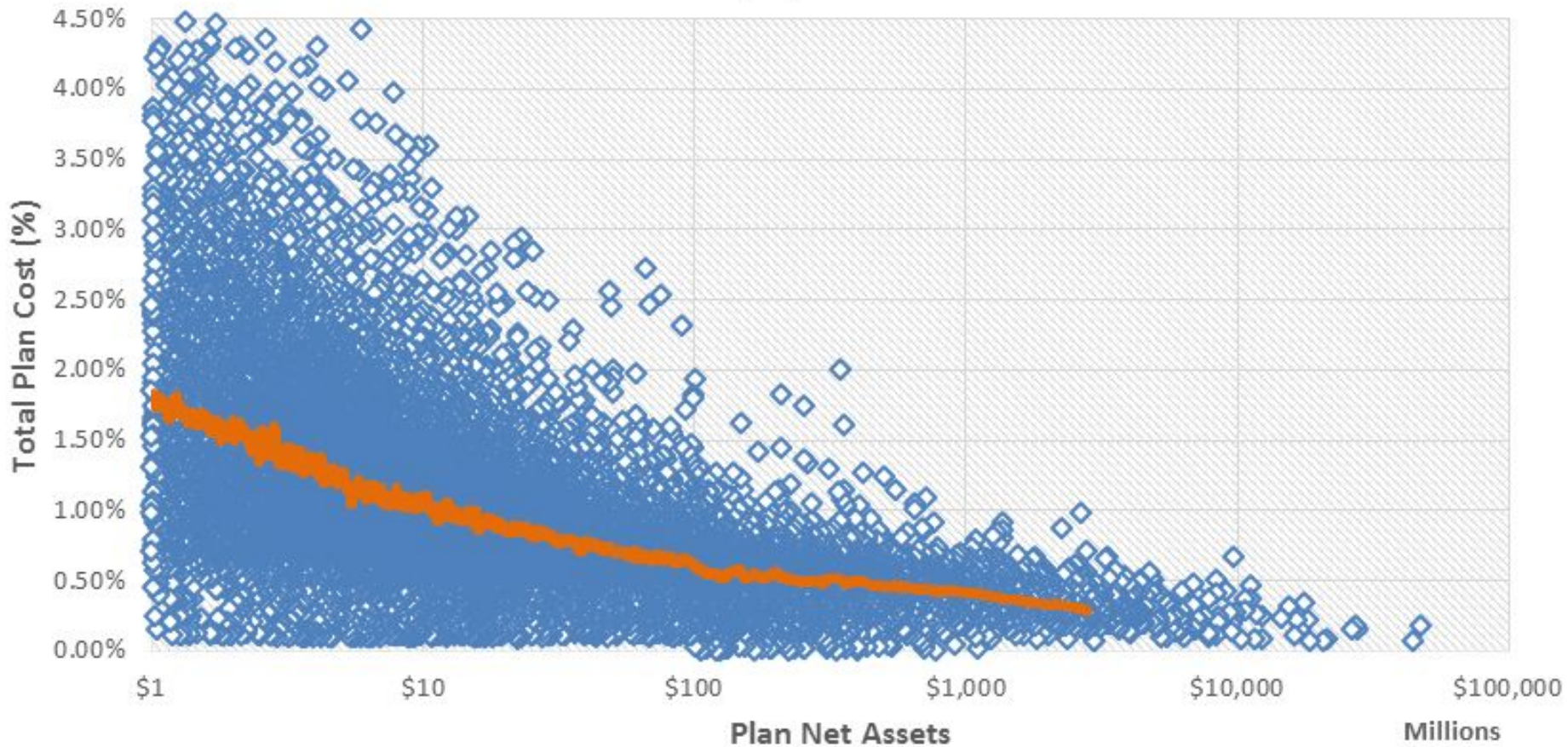
Going Fossil-Free Has Avoided Losses

- Fossil fuel producers (coal, oil, gas) have lagged the S&P500 since mid-2011



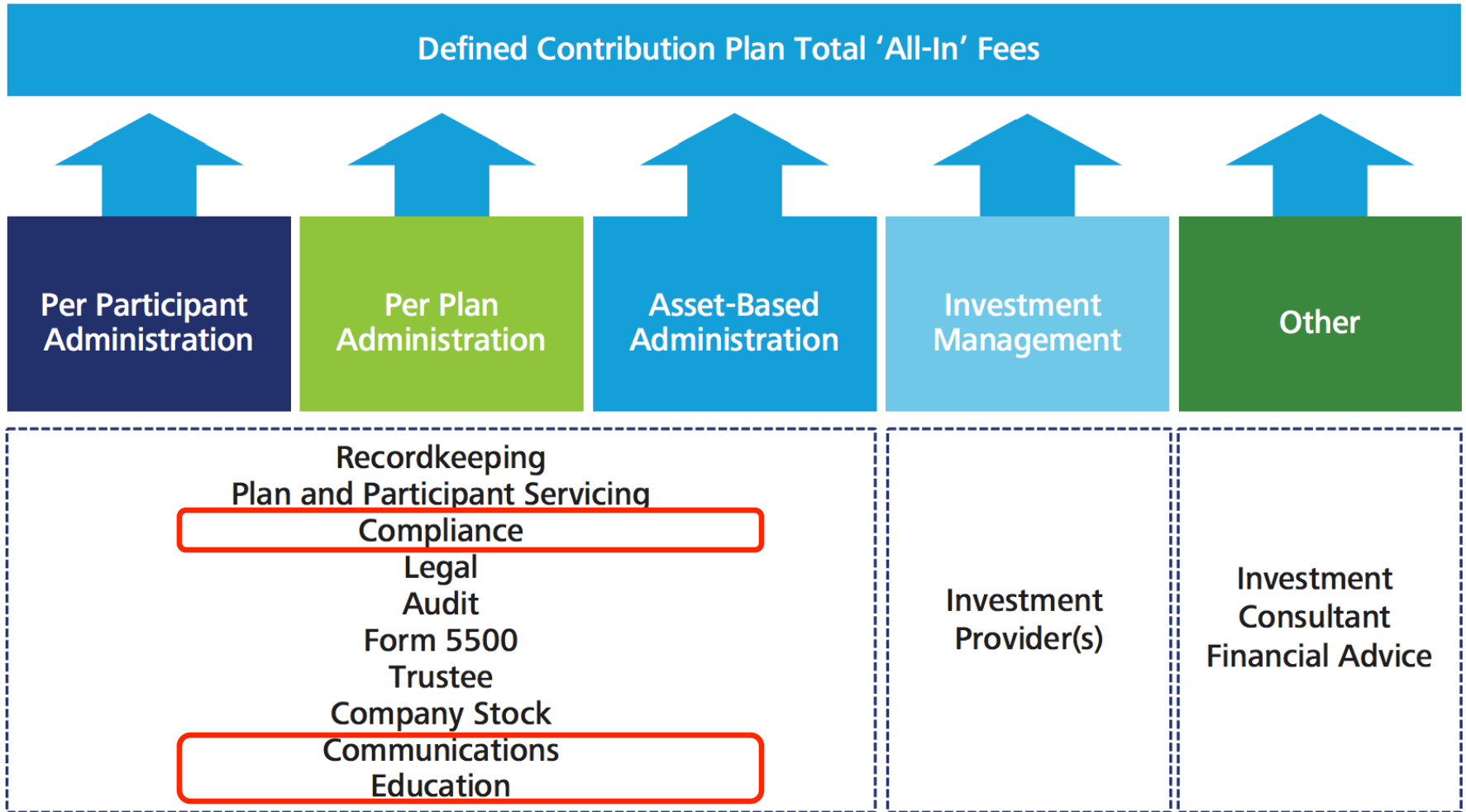
Do You Know Your 401(k) Fees?

Total Plan Cost in 401(k) Plans



BrightScope. (2015, February 19). The one chart that explains 401(k) fees.

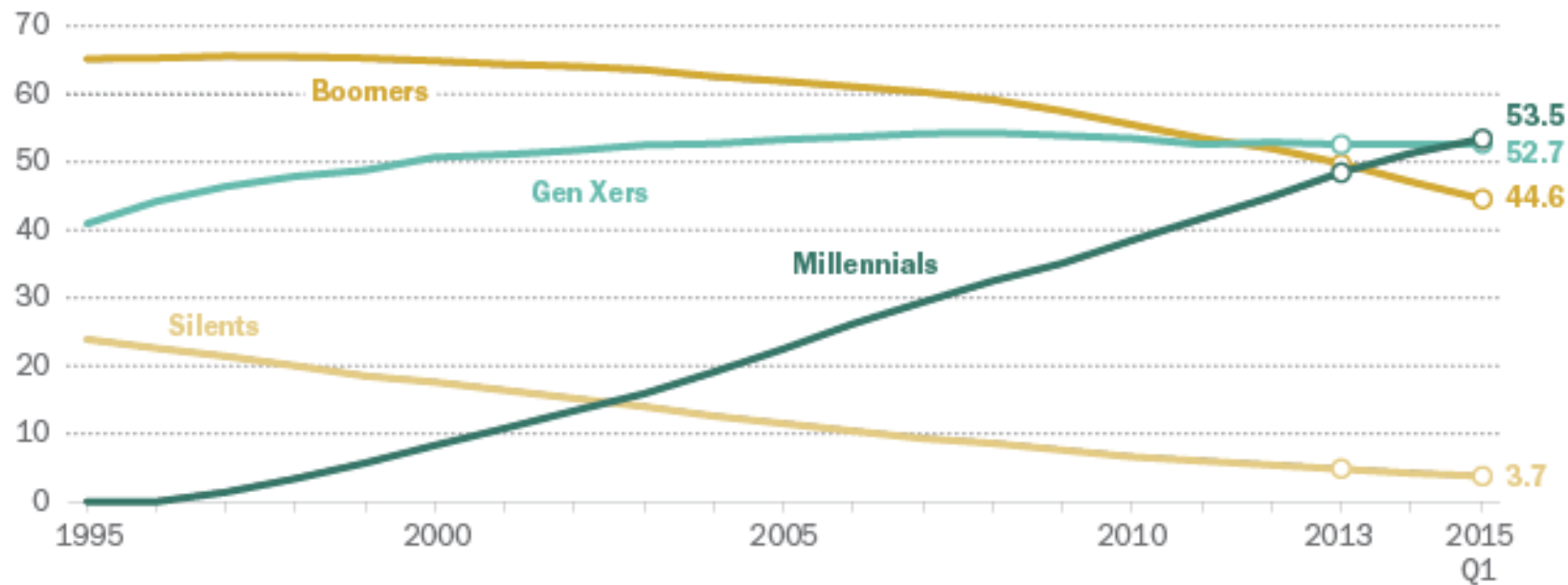
Expenses of Sustainable, Fossil-Free 401(k) Could be Paid for with Current Fees



New Power in Labor Force: Millennials

U.S. Labor Force by Generation, 1995-2015

In millions



Note: Annual averages plotted 1995-2014. For 2015 the first quarter average of 2015 is shown. Due to data limitations, Silent generation is overestimated from 2008-2015.

Source: Pew Research Center tabulations of monthly 1995-2015 Current Population Surveys, Integrated Public Use Microdata Series (IPUMS)

PEW RESEARCH CENTER

Fry, R. (2015, May 11). Millennials surpass Gen Xers as the largest generation in U.S. labor force.

Retrieved from

<http://www.forbes.com/sites/samanthasharf/2014/07/30/the-recession-generation-how-millennials-are-changing-money-management-forever/>

Millennials: #1 Purpose of Business Is Building a Better World

Figure 2: Purpose of business (Business Leaders)



Figure 3: Purpose of business (Millennials)



- Inheriting \$40 Trillion from Boomers

*“New brochure regarding your 401K investments is at your desk/chair.
Please review the various funds and performance of investment options.”*

Do I have sustainable
investment options ? ;)



Tamay Kiper

Manager, Content Development
Sustainable Brands Inc.
(former PwC; P&G engineer)

How To Guide

- Know Your 401(k)
- Who Wants a Sustainable 401(k)?
- How Can I Make My 401(k) Sustainable?
 - FossilFreeFunds.org tool
 - MVP 7-Step Process
 - HIP Impact Ratings
 - Potential Pushbacks
- **Q & A: What Will You Do Next?**

Why a Sustainable 401(k)?

- Investing for retirement:
 - Deferring taxes
 - Collecting “free” \$\$\$ money with matching
- Educating & engaging on **sustainability**
- Reducing **future risk** in portfolios
- **Climate action**: Going Fossil-Free as a Group

Q&A



Andy Behar
CEO
As You Sow



Paul Herman
CEO
HIP Investor



Joy P. Poland
CEO, More Value
+ Profit (MVP)



Burke Pemberton
Partner
EBS



Contact

ANDREW MONTES

COMMUNICATIONS DIRECTOR

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510.735.8144

Who Delivers 401(k)s

By Total Defined Contribution Participants

1	Fidelity Investments	17,609,747
2	Empower Retirement	7,072,543
3	Aon Hewitt	5,738,342
4	Voya Financial	4,886,469
5	Principal Financial Group	4,350,849
6	TIAA-CREF	4,157,383
7	Vanguard	3,857,768
8	Transamerica Retirement Solutions	3,470,236
9	Wells Fargo	3,150,344
10	John Hancock Retirement Plan Services	2,729,652
11	Xerox HR Solutions, LLC	2,677,372
12	Prudential Retirement	2,604,192
13	Bank of America Merrill Lynch	2,599,522
14	MassMutual Financial Group	2,518,669
15	VALIC	2,209,281
16	Nationwide Financial	2,192,118
17	T. Rowe Price	1,875,059
18	Ascensus	1,785,259
19	ADP Retirement Services	1,554,105
20	Lincoln Financial Group	1,400,314

By Total Defined Contribution Plans

1	Paychex, Inc.	68,000
2	John Hancock Retirement Plan Services	54,329
3	Principal Financial Group	51,020
4	ADP Retirement Services	47,605
5	Voya Financial	46,595
6	Ascensus	44,579
7	American Funds	40,551
8	Nationwide Financial	38,888
9	MassMutual Financial Group	32,981
10	VALIC	32,693
11	Fidelity Investments	32,181
12	Empower Retirement	32,017
13	AXA	28,926
14	Security Benefit	28,533
15	MetLife Resources	28,216
16	Lincoln Financial Group	26,531
17	TIAA-CREF	24,301
18	Transamerica Retirement Solutions	23,603
19	Plan Administrators, inc. (PAi)	13,768
20	Alliance Benefit Group	12,268

Big Balances for 401(k) Savers

Estimated Existing Average 401k Balances As Of March 31, 2013

Age Group	Amount
Gen Y (22-34)	\$16,500
Gen X (35-48)	\$63,600
Overall Average (Jan, 2014)	\$101,650
Baby Boomers (50-67)	\$126,900
All 55 & Over	\$150,300

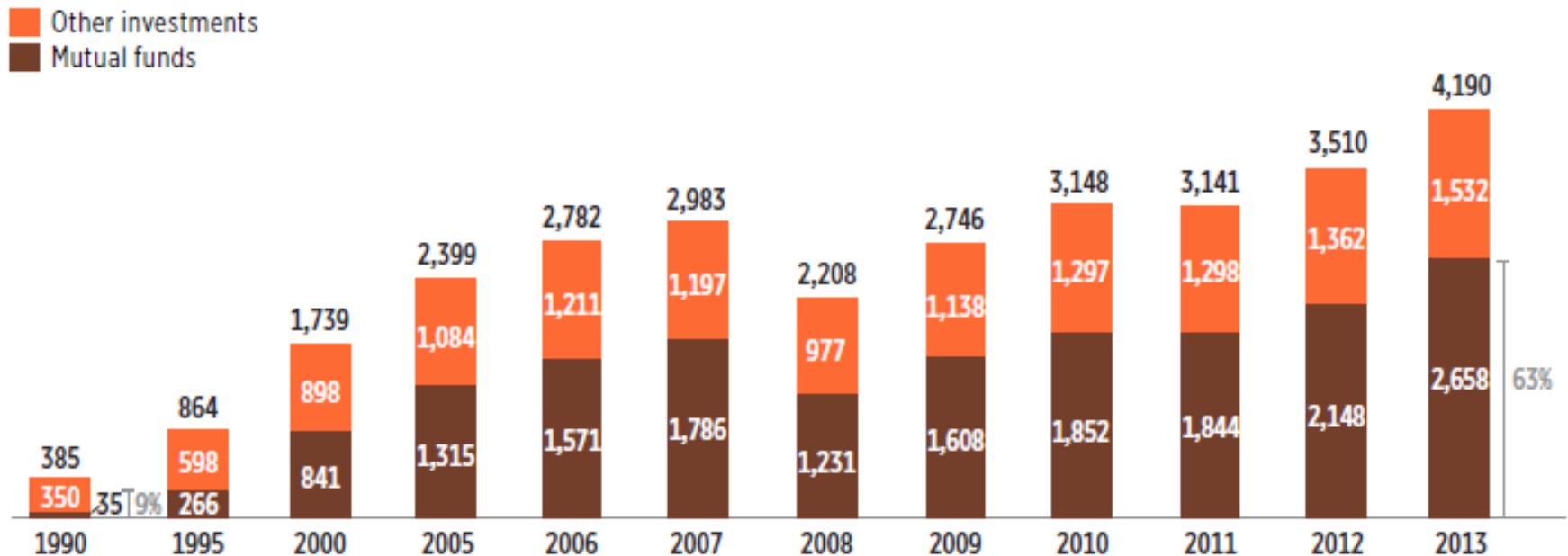
Source: Fidelity and Vanguard

- **Participation: 87%** (73 mm of 88 mm)
- **Average employee saves = 6.8% of pay**
- **Employers match averages = 4.5% of pay**

Mutual Funds = 2/3 of 401(k)

401(k) Plan Assets

Billions of dollars, selected years



Note: Components may not add to the total because of rounding.

Sources: Investment Company Institute, Federal Reserve Board, and U.S. Department of Labor

Who's Who in 401(k)s

- **Employee** *Plan Participant*
- **Employer** *Plan Sponsor*
- **Recordkeeper** *Retirement Service Provider*
- **Investment Provider(s)**
- **Consultant(s)**

