

marmoset

**Annual
Transparency
Report**

2021

Dear friends, colleagues, clients, competitors and community,

Amid today's societal landscape where so many are giving back and standing-up for the greater good, it's hard to know who's merely talking the talk and who's truly walking the walk.

So in 2020 our team decided to publish an internal audit to help demonstrate the power of transparency. The objective was two-fold: First to take a hard look in the mirror to identify ways for us to improve our own organization. And second, to serve as a signal fire to the community – inviting a broader conversation around values and accountability, exploring how we might collectively lift up and transform our industry toward higher standards and a brighter future. We've committed to publishing this report annually, with this 2021 report (published in 2022) serving as our second edition.

It's no secret the industries and workplaces we intersect with and work within have been unfairly leveraged and controlled by homogenous insiders and gatekeepers for far too long. Finally, the tide is turning. Transparency is the most powerful tool we have to help level the playing field.

By the time you finish reading our new 2021 report you will know what we believe in, what we're willing to fight for, and how our values take tangible shape in the work we do and in the community we serve. You'll also see our shortcomings and areas needing the most work. It's all there, warts and all. And I welcome any questions, criticisms, conversations or ideas you may have to offer. You can reach me at rw@marmosetmusic.com.

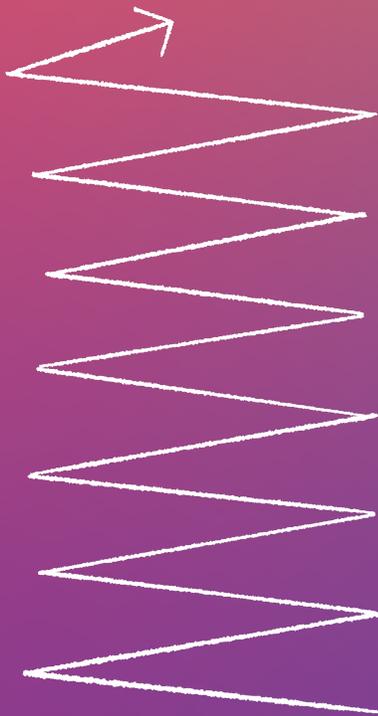
Most importantly, please amplify the power of transparency in your own workplace, industry and community. Let this signal fire spark conversations and connection around shared values and ideas of how we might lift up our workplaces, industries and communities toward a better and brighter future.

With gratitude,

A handwritten signature in black ink that reads "Ryan Wines". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Ryan Wines
Founder & CEO, Marmoset

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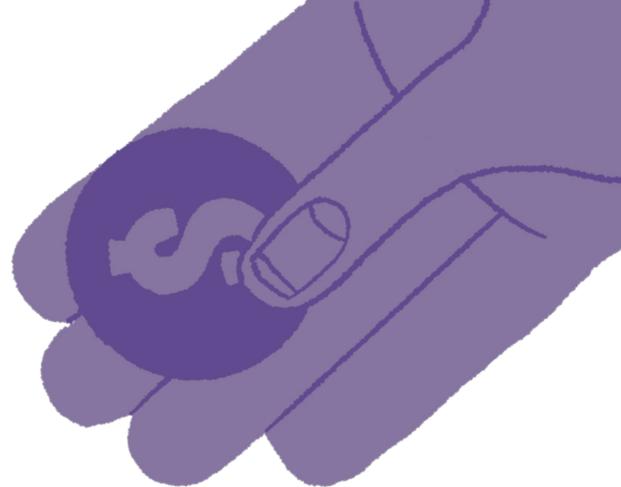
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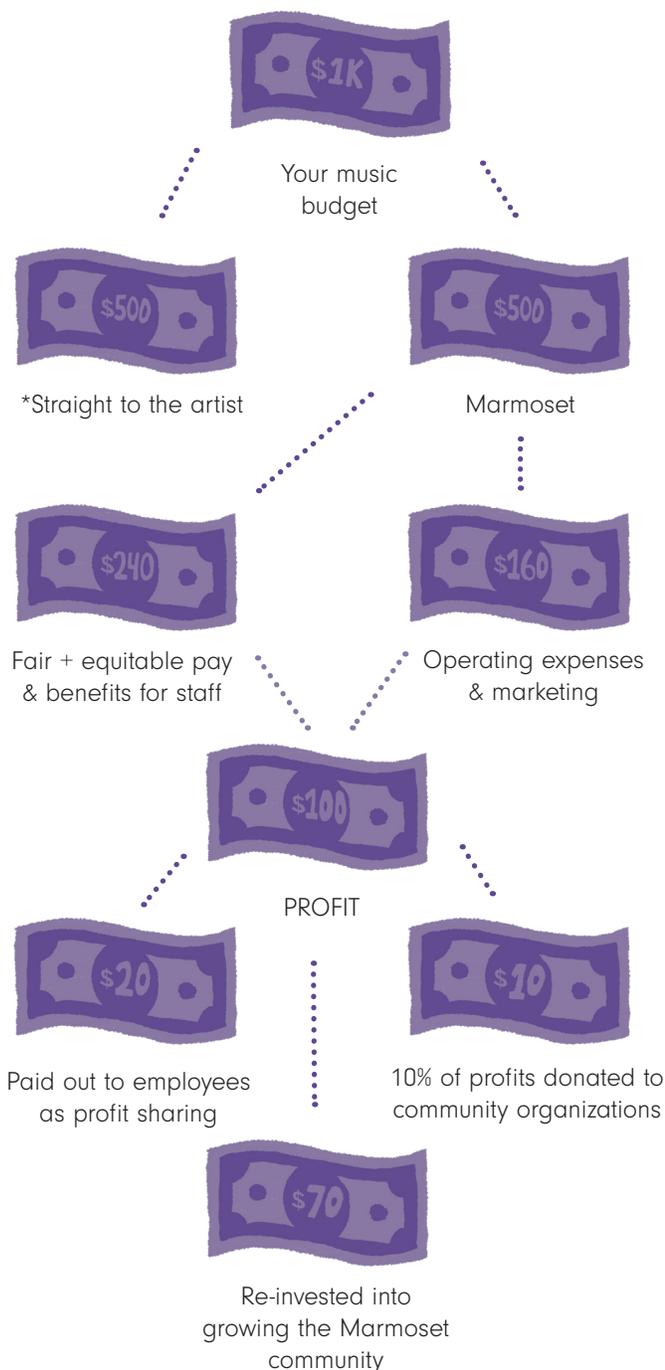
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Community Investment

Dollar Breakdown



Marmoset believes in radical transparency, which is why we want to share how every dollar you spend with us is distributed among our community. When you spend your music budget with Marmoset you support working musicians and Marmoset side hustlers, parents, hobbyists and home buyers. You keep the lights on. And you give us the privilege of investing 10% of our profits to organizations doing good.



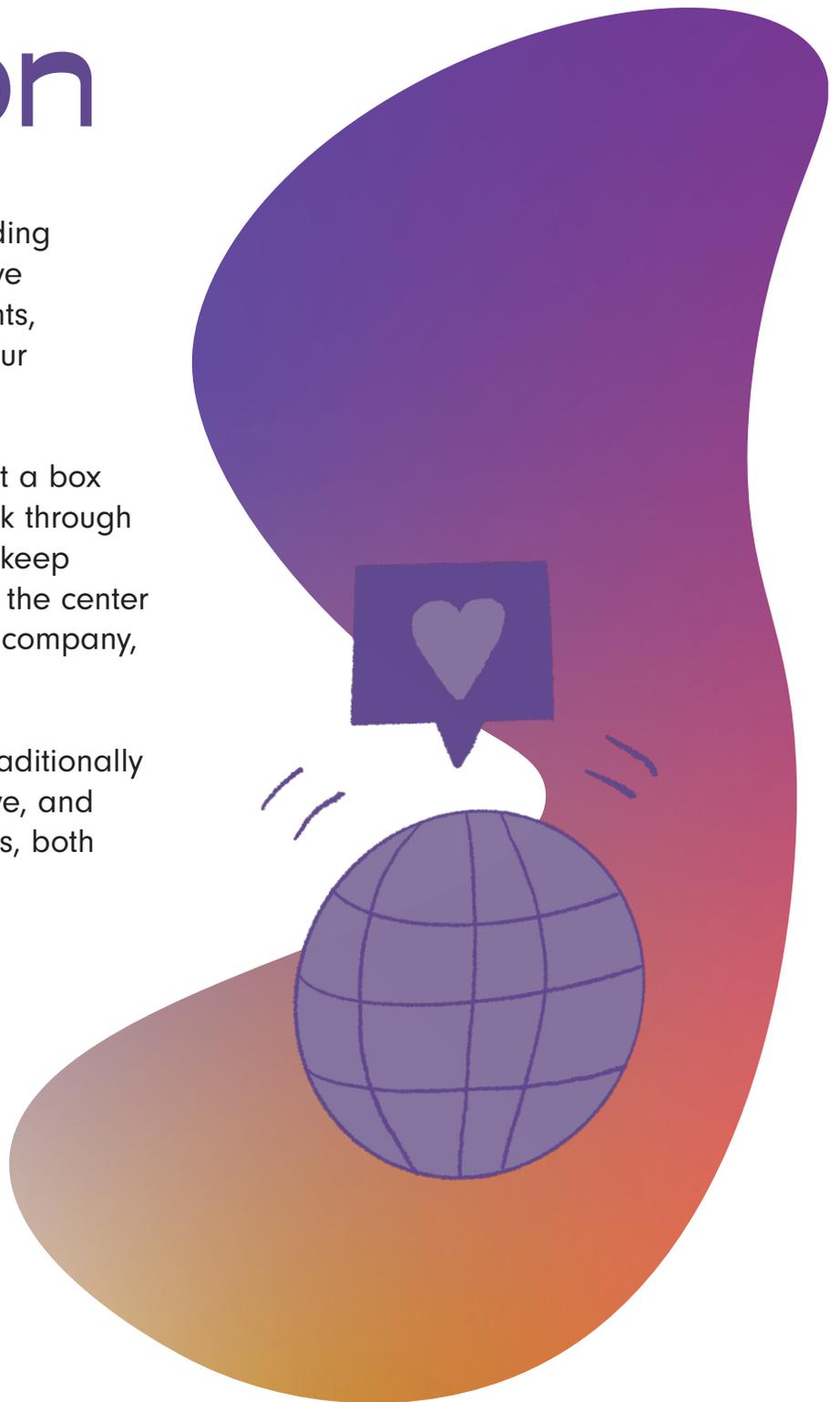
**Includes: average artist split, advances, demo fees, session fees, talent fees*

Diversity, Equity + Inclusion

Marmoset is committed to providing a diverse, equitable, and inclusive environment for employees, clients, vendors, and all people within our community.

We understand that diversity isn't a box to check, but rather a lens to look through at all times. Marmoset strives to keep diversity, equity, and inclusion at the center of every decision we make as a company, at all levels.

The music industry we serve is traditionally not diverse, equitable, or inclusive, and we aim to shatter these traditions, both internally and externally.



DEI Training Hours

Leadership:

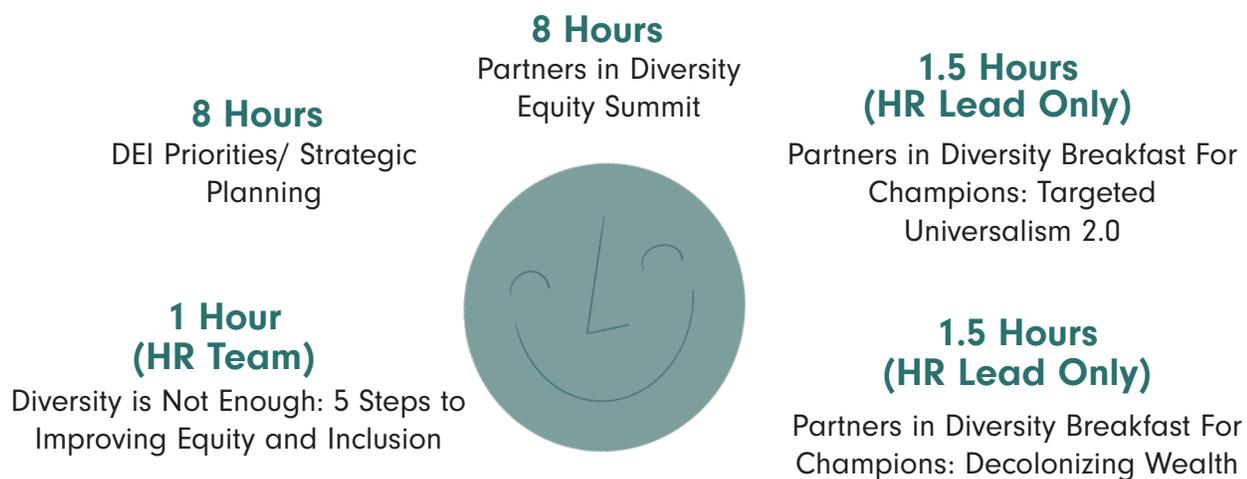
Total DEI Training Hours since 2016: 37
Total DEI Training Hours in 2021: 4.5

All Staff:

Total DEI Training Hours since 2016: 14
Total DEI Training Hours in 2021: 3

DEI Core Team:

(CEO, HR Lead, Diversity Team Lead)



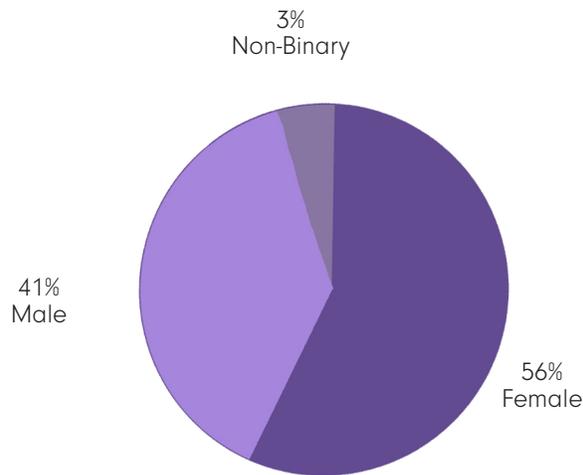
In 2020, Marmoset began collaborating with Autentica Consulting to focus and re-define our DEI strategy. The first six months of 2021 were focused on assessing employee feedback and DEI Consultant recommendations to create a strategic plan for the short term and long term. Once the DEI strategic plan was created, the first goals and projects involved restructuring the Marmoset DiversiTeam, defining and developing an equity lens and running tests with the equity lens to make sure it was being used properly.

In 2021, Marmoset staff participated in a 3 hour common language and understanding workshop to ensure all staff had the same general understanding of DEI terms. Additionally Marmoset's Leadership Team spent 1.5 hours reviewing employee feedback from a survey conducted by Autentica Consulting.

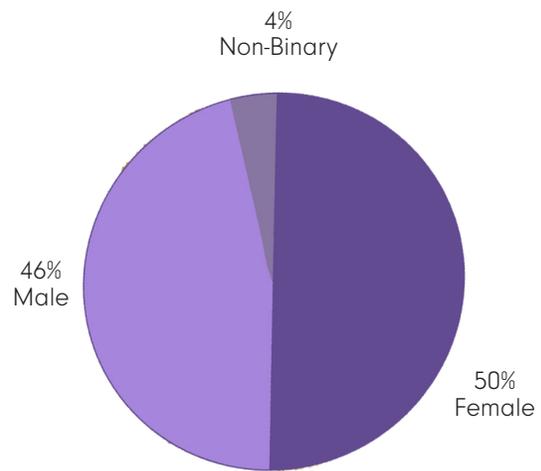
Gender/Race breakdowns

Marmoset Staff

Gender Breakdown

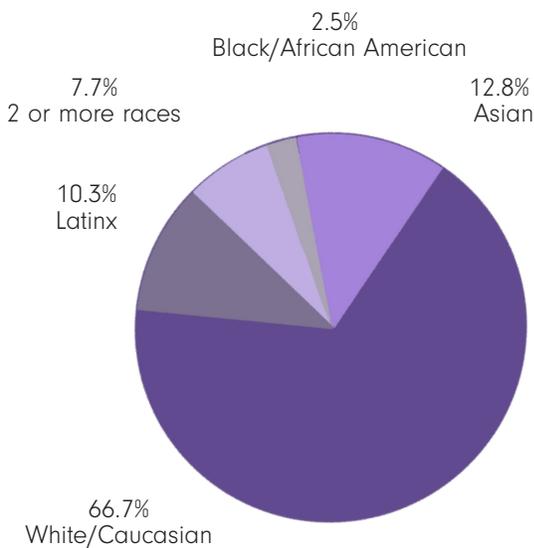


2020

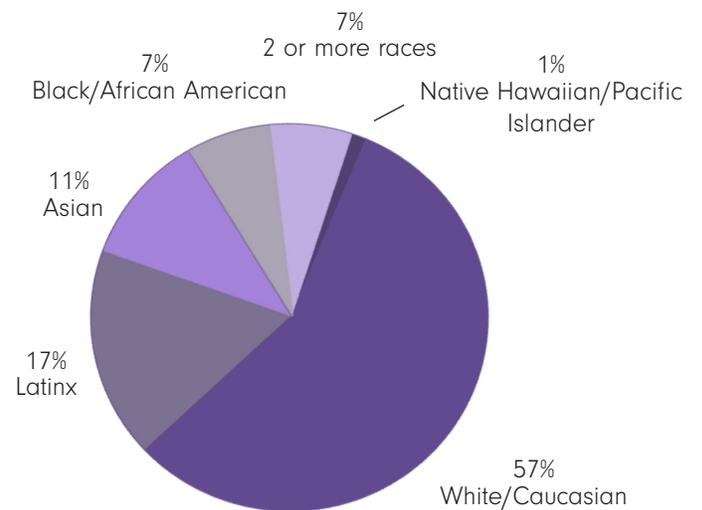


2021

Race Breakdown



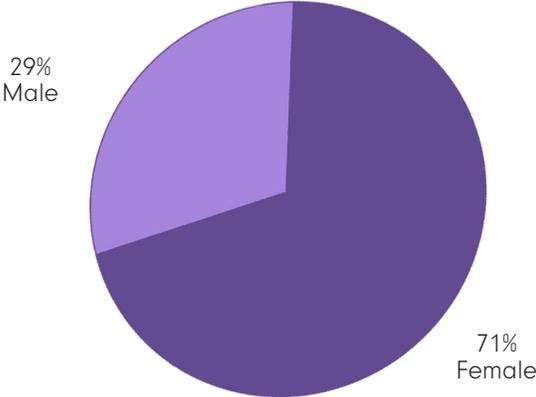
2020



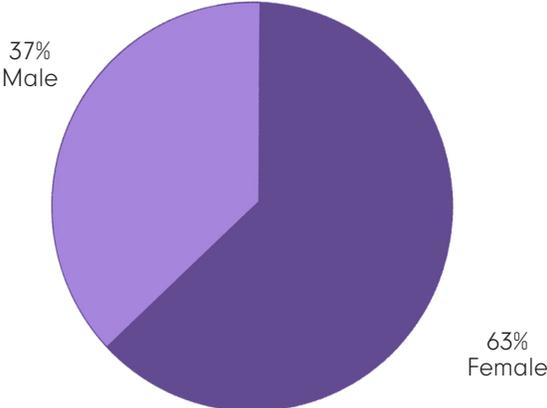
2021

Executive Leadership

Gender Breakdown

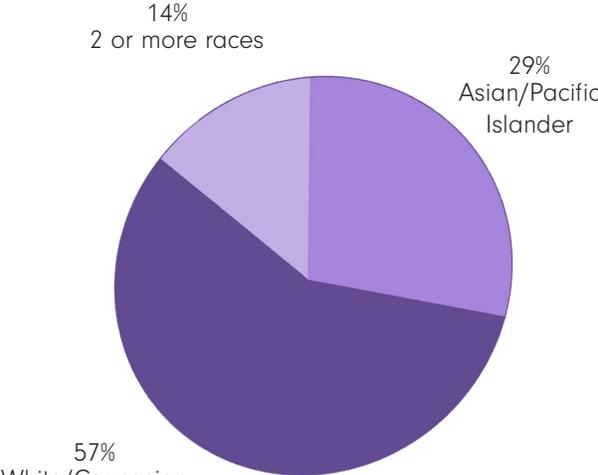


2020

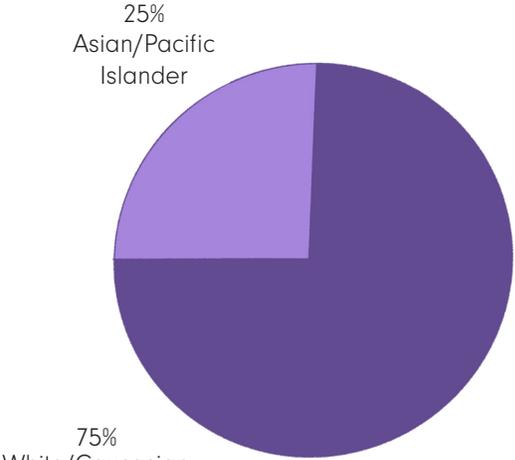


2021

Race Breakdown



2020



2021

Marmoset acknowledges that in 2021 the demographics of the Executive Leadership Team shifted. These matters are not always linear in real life application and often equate to "two steps forward, one step back." We will continue to strive to diversify our Leadership, and hold ourselves accountable for forward momentum in 2022 and beyond.

DiversiTeam

“In 2021, the DiversiTeam worked with a DEI Consultant, Cinthia Manuel of Autentica Consulting, to reimagine our role and refocus internally, to best address the needs of our staff. We devoted our energy to think about and discuss how we want to show up for our employees. We have been planning more initiatives and setting goals that prioritize improvement and fostering a more equitable and safe environment at Marmoset. We also redefined our identity as an Employee Resource Group. Moving forward, we will continue to do intentional work to drive the culture of Marmoset (through a DEI lens), and remain committed to strengthening it.”

- José Maldonado, DiversiTeam Lead

Mission:

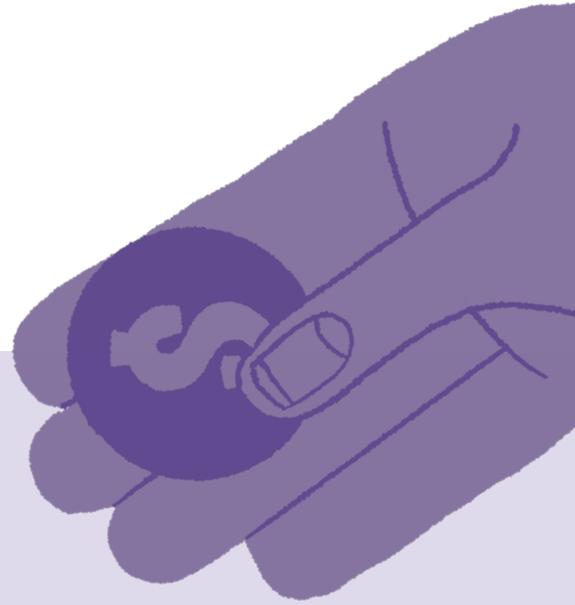
The DiversiTeam is an Employee Resource Group dedicated to centering historically underrepresented identities, fostering a safe environment for all staff while valuing each individual’s DEI journeys. We will serve as a bridge between Executive Leadership and the Marmoset staff to better DEI practices within the organization to improve communication, provide professional development and educational tools to become a more inclusive, equitable, and diverse organization.

Values:

1. Pursue trust and a sense of belonging within the company.
2. Center historically underrepresented identities and voices.
3. Provide a collective voice around shared issues or concerns.
4. Provide DEI learning opportunities internally and externally.
5. Embrace our individual identities and DEI journeys.



Artist + Composer Equity

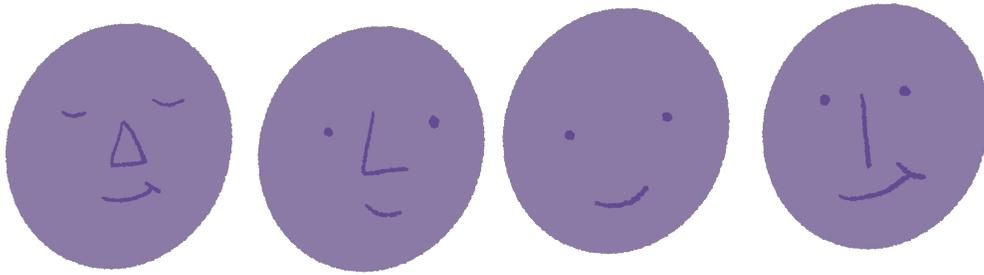


Total Artist Payout:

Total since 2017: ————— \$22,993,956.60

Annual average: ————— \$4,622,789.65

2021: ————— \$4,502,798.00



Progress

148%:

Growth in artists from underrepresented groups* in the Top 50 income earners since 2018.

67%:

Artists featuring contributors from underrepresented groups added to the roster in 2021.

30%:

Artists from underrepresented groups in the Top 50 income earners in 2021.

39%:

Composers from underrepresented groups hired for Custom Music projects in 2021

62%:

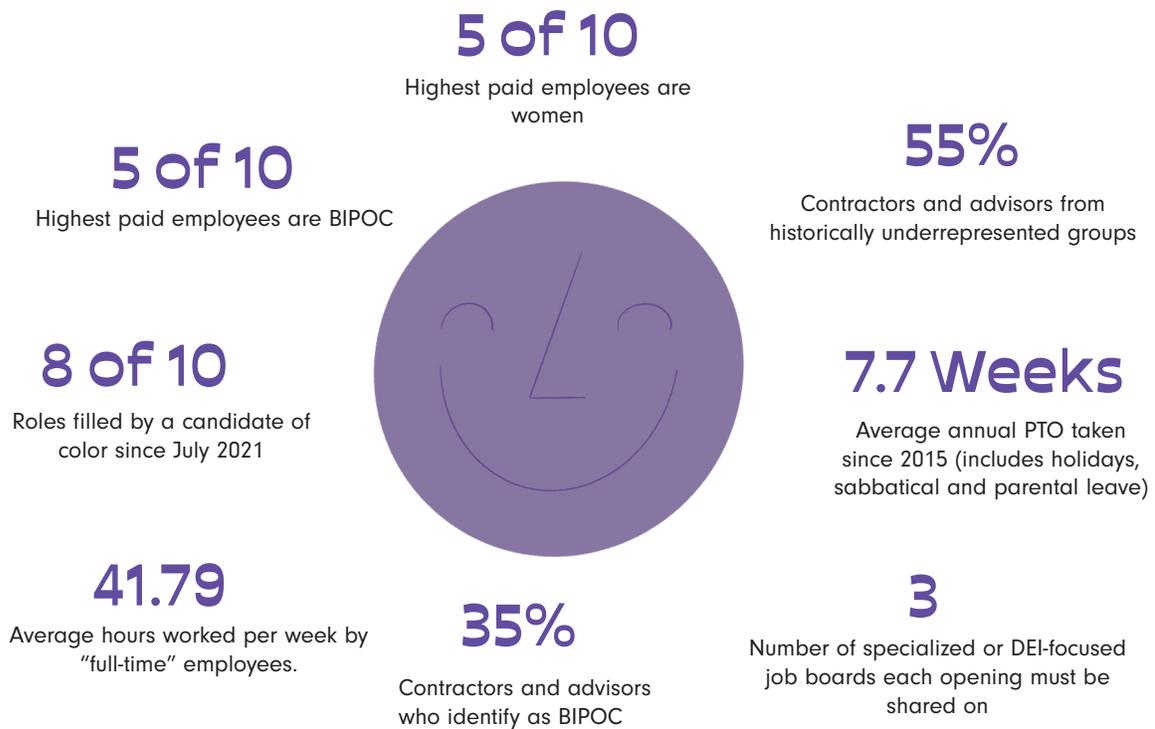
Artist Collabs songs added in 2021 that spotlight collaborators from underrepresented groups.

Opportunities

While Marmoset is encouraged by the progress that has been made in artist equity since 2015, we still have a long way to go. Historically, our top 10 income earners (not including Record Label partners) each quarter have been white men. We are confident that our steady progress will continue to impact the highest earners at Marmoset. In fact, in Q2 2020 and Q2 2021 we had our first quarterly artist payouts with an artist from an underrepresented group in the top 10 earners. We will continue to prioritize this forward momentum through 2022 and beyond.

** Underrepresented groups is defined as anyone who is not white, cis-gender, heterosexual and male.*

Employee Pay + Benefits



Marmoset Historical Pay Averages



**does not include profit sharing or benefits*

Benefits



Flexible PTO

includes vacation, sick time, creative days + volunteer days



Medical, Vision, Dental

100% of employee premiums paid by Marmoset



Life Insurance and Long-term Disability

employee premiums paid 100% by Marmoset



Sabbatical

4 weeks after 4 years, 5 weeks after 7 years, 6 weeks after 10 years



Technology Allowance

Marmoset pays 50% of technology cost up to \$1,500/year



Book Program

pays employees \$100/book read from select titles



Parental Leave

12 weeks paid in full after the birth or adoption of a child



401k Match

contributions matched at 5%



Charitable Donation Match

up to \$500



Quarterly Profit Sharing

\$117,356.21 paid out to employees in 2021

B Corp Certification



In 2018, Marmoset began the journey of securing B Corporation certification. The process, which takes about a year to complete, is a rigorous analysis of business practices, categorized by Governance, Workers, Community, Environment and Customers. Companies are scored between 0 and 200, securing certification at 80 or higher. Currently there are over 3500 Certified B Corporations from 70 different countries. We're honored to be part of such a global community.

As a Certified B Corp, Marmoset strives to do business as a force for good; an ethos that aligns well with our purpose of "Be Community". Being a certified B Corp means we are held to the highest level of accountability, balancing people, planet and profit. As part of this commitment, Marmoset invests 10% of all profits directly into community organizations championing social justice, human rights and critical world affairs.

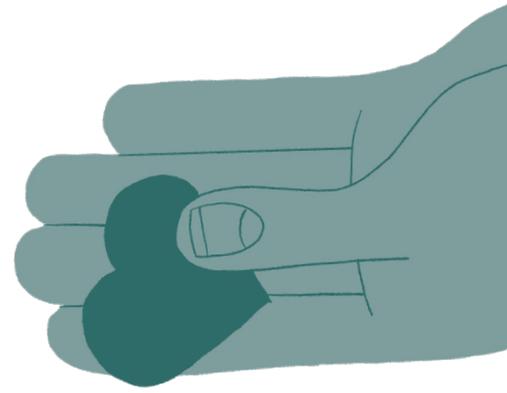
B Corp Certification

Last verified score: 93.5
Certified: February 2019

Goals for 2022 Recertification

1. Pay 100% of employee's health insurance premium. **(completed 2021)**
2. Increase the number of diverse vendors + suppliers by 5. **(completed 2021)**
3. Switch to a community oriented financial institution. **(completed 2020)**

Community Investment



In 2021, Marmoset’s employee-lead Greater Good team focused our 10% of profits donations on 4 themes: Community COVID-19 Recovery, Industry Equity, LGBTQ+ Rights and Essential Needs.

2020 Financial Contributions: **Total:**
\$105,201.00

Rock ‘n’ Roll Camp For Girls, XRAY FM, Friends of the Columbia Gorge, Don’t Shoot PDX, The Minneapolis Foundation, Amplify LA, Southern Oregon University, Pueblo Unido, Causa Oregon, Asian Pacific American Network of Oregon, Oregon Worker Relief Fund, Kairos, Transition Projects, Oregon Food Bank, Native American Youth and Family Center, Friends of Noise, A Beat Happening, The Numberz FM, OMPA: Sound Advice, Portland Hip Hop Week, Portland Black Music Expo, Employee Donation Matching

2021 Financial Contributions: **Total:**
\$122,011.53

Black Resilience Fund, National Independant Venue Association (Save Our Stages), Causa Worker Relief Fund, Kairos PDX, Asian Pacific American Network of Oregon, National Queer and Trans Therapists of Color Network, Outside In, Basic Rights Oregon, Imagine Black, Portland in Color, Women’s Audio Mission, Techqueria, Black Film Space, Nations Skate Youth Society, Native American Youth and Family Center, Seeding Justice (Directed to The Chúush Fund: Water for Warm Springs), Equitable Giving Circle, Transition Projects, SOU Black Student Scholarship Fund, The Pathfinder Network, Employee Donation Matching

**Total Contributions
2016-2021:**

\$422,640.51

Marmoset recognizes and honors that our headquarters in Portland, OR exists on unceded Indigenous land. The Portland Metro Area rests on the traditional villages sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla and many other tribes who made their homes along the Columbia River; creating both permanent communities and seasonal encampments. We recognize and honor the sacrifices forced upon them and commit to continued learning and action to lift up Indigenous communities.

In 2021 Marmoset supported Indigenous organizations Nations Skate Youth Society, Native American Youth and Family Center, and The Chúush Fund: Water for Warm Springs with financial contributions. We also contributed funds to the Waveguides project– a film by and featuring Indigenous women-identifying musicians and filmmakers.

marmoset

Together sounds better.™

 Track Club™



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