

ANNUAL
TRANSPARENCY
REPORT

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OUR PURPOSE



Marmoset's purpose is **Be Community**, and it is through that lens that we conduct business. What does this mean? It means that we measure success by dollars in the pockets of our artists and charitable organizations we believe in. It means Marmoset prioritizes business as a force for good by becoming the first Certified B Corporation in the music licensing space. It means we set the bar by becoming the first to commit 10% of profits to charitable organizations. It means we continuously strive to provide a safe, equitable and supportive workplace for all employees.

Importantly, Be Community also means we hold ourselves accountable to blind spots and opportunities for progress. Marmoset is committed to listening, learning, and maintaining the highest degree of humility, respect, sensitivity, and care in everything we do. In this report, you'll find a summary of the work we've done, and where we hope to be in the future. Thank you for being part of our community.

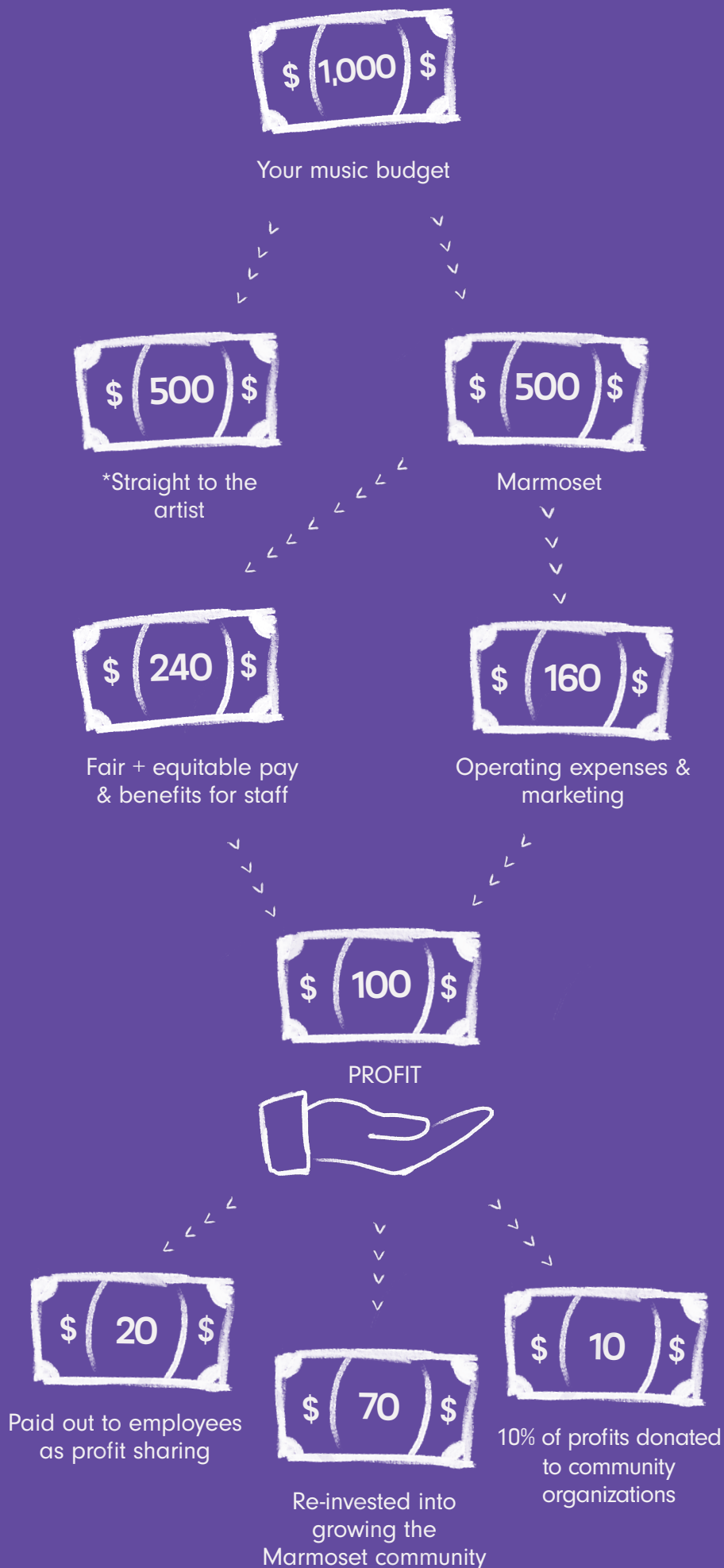


THE COST BREAKDOWN

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 + home buyers.

You keep the lights on. And you give us the privilege of donating 10% of our profits to organizations doing good.



* Based on average artist split

DIVERSITY EQUITY + INCLUSION

Marmoset is committed to providing a diverse, equitable, and inclusive environment for our 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.

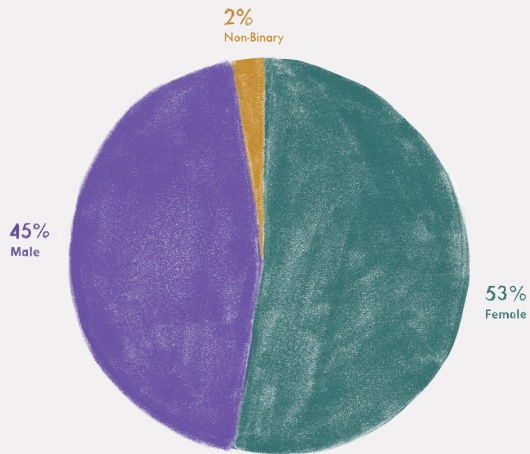
The music industry we serve is traditionally not diverse, equitable, or inclusive, and we aim to shatter these traditions, both internally and externally.

DEI Training Hours

Marmoset Staff	Leadership
2016: 0	2016: 6
2017: 0	2017: 12
2018: 4	2018: 13
2019: 3 + 3	2019: 0
(10 staff Bystander Intervention Workshop)	2020: 4.5
2020: 1	

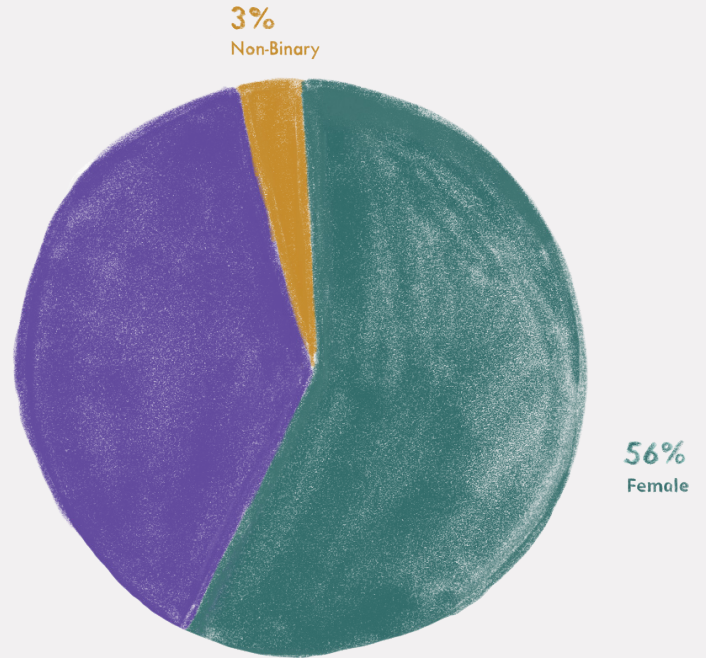
MARMOSET STAFF

Gender



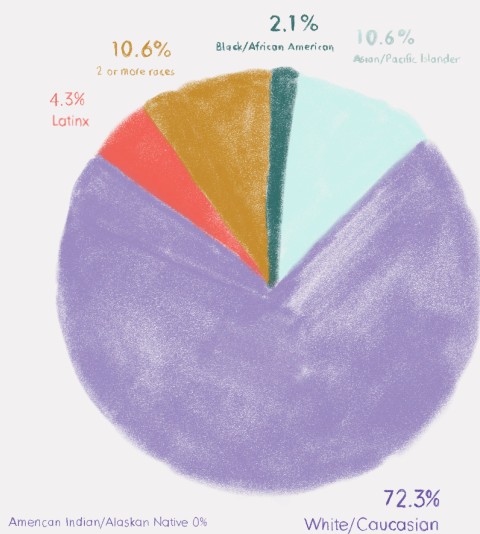
2018

41%
Male

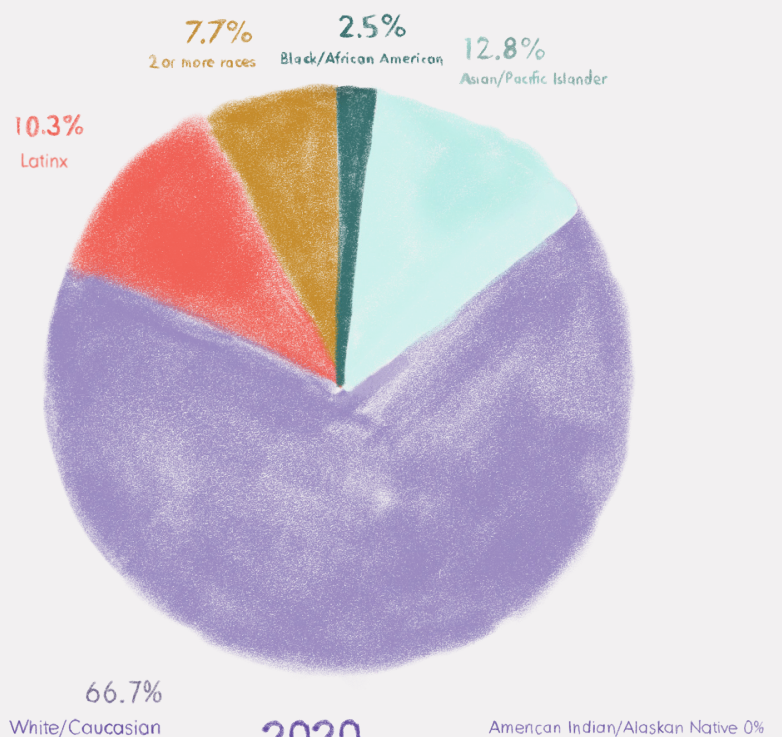


2020

Race



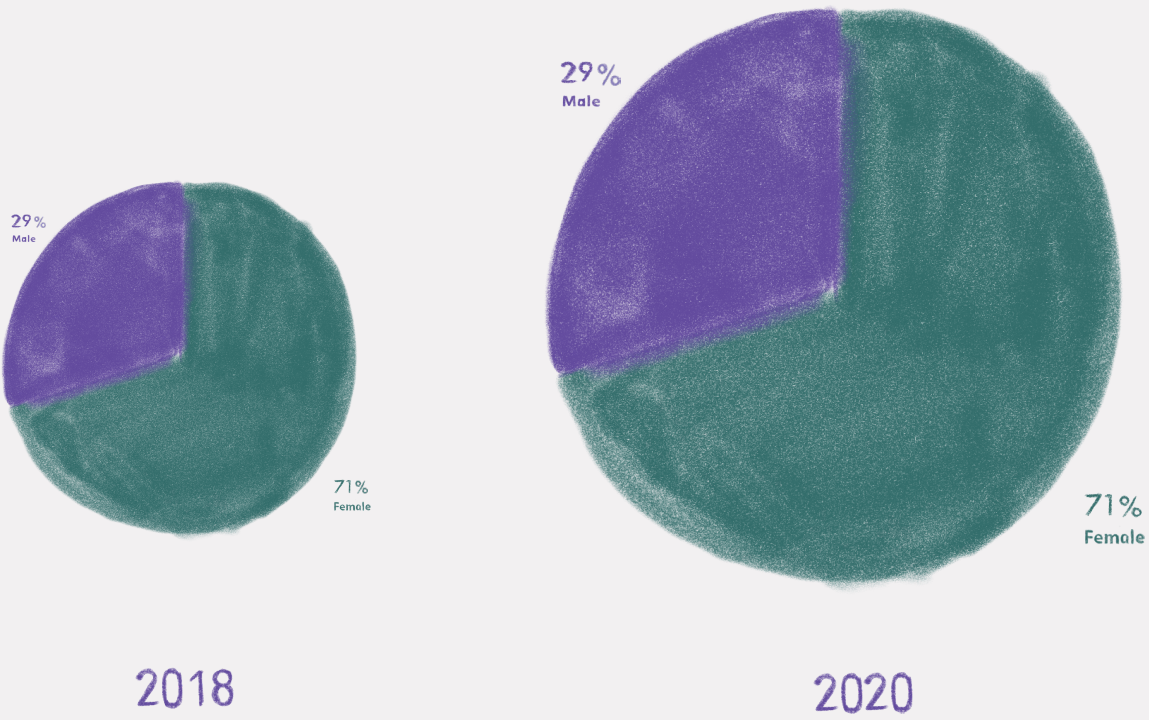
2018



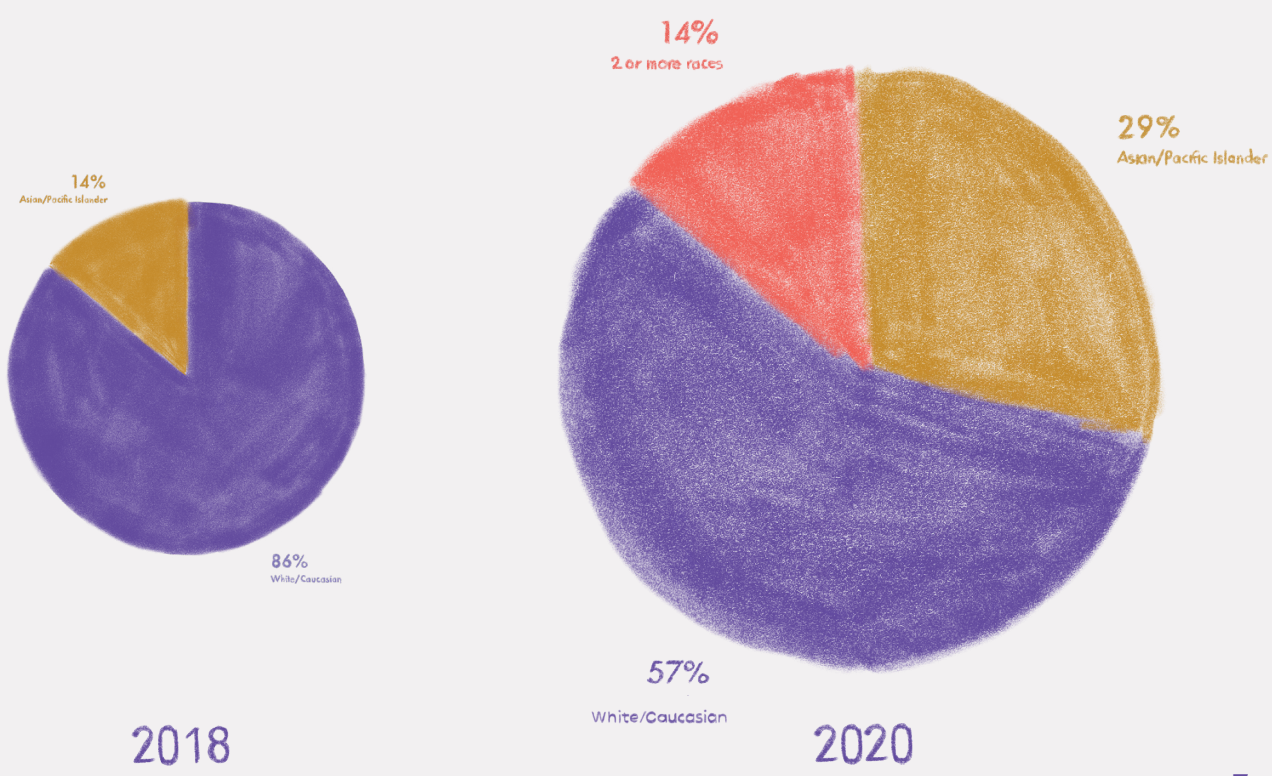
2020

EXECUTIVE LEADERSHIP

Gender



Race



DIVERSITY TEAM

The Marmoset Diversity Team is dedicated to advocacy at Marmoset, and to increase the meaningful participation of people from underrepresented groups and identities in our communities*. The team is employee-led, and empowered to inform and change internal policies and processes at Marmoset.

**communities = employees, clients, composers, artists, the general music community*

Fundamentals

- Respect intersectionality.
- Create safe spaces for critical discourse around underrepresented group representation.
- Align work with Marmoset's strategic business goals and strengthening core values.
- Bring ideas from the Diversity Team group into Marmoset's strategic planning.

Progress

- Donations + event sponsorship.
- Facilitate education-focused events.
- Internal Diversity Team Annual Report.
- Software and UX improvements for accessibility + diversity.
- Dedicated days of activism: #BlackoutTuesday + Juneteenth.
- Land Acknowledgement on contact page.
- Partnership with members of diversity focused industry group, Free The Work.
- Pursue and close business with multicultural clients.

3 Year Goals

by end of 2021

- Two diverse artists in top 10 earners.
- Company-wide KPIs tied to diversity + inclusion.
- Diversity on each team, including Leadership.
- Increased community engagement.



ARTISTS + COMPOSER EQUITY

Goals

- **Achieve 28% diverse artists in Marmoset's Top 50 income earners.** (by 2022)
- **Launch 10 Marmoset Artist Collabs projects with new collaborators from diverse backgrounds.** (by Q2 2021)
- **Implement detailed self-identification survey as part of the artist onboarding process.** (completed 2020)

Total Artist Payout

2017

2018

2019

2020

\$4,212,612.09

\$4,788,410.96

\$4,873,425.34

\$4,600,000.00

Approximate

Progress

22%

Number of artists from diverse backgrounds* in the Top 50
income earners in Q1-Q3 2020

81%

Growth in representation from artists of diverse backgrounds*
in the Top 100 income earners from 2018 to 2020

51%

Marmoset Artist Collabs projects that feature a
primary collaborator from a diverse background*

>50%

Artists from diverse backgrounds*
scouted and signed since 2018

30%

Composers from diverse backgrounds* hired for
Custom Music projects in 2020

314

Number of artists and composers who participated in
a 2019 self-identification diversity initiative

\$450,000.00

Invested since launch, into Infinite Companion Records, a label
focused on uplifting and elevating voices of
underrepresented artists.

* Diverse Backgrounds is defined as anyone who is not white, cis-gender, heterosexual & male

EMPLOYEE PAY & BENEFITS



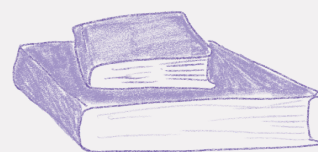
Flexible PTO

Includes vacation,
sick time, creative days
+ volunteer days



Health, Dental & Vision Insurance

Employee premiums paid
by Marmoset at 100%



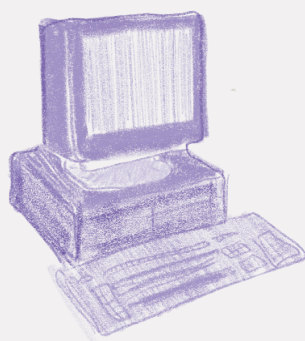
Book Program

Pays employees
\$100/book read
from select titles



Charitable Donation Match

Up to \$250 annually
(increasing to \$500
in 2021)



Technology Allowance

Marmoset pays 50%
of technology up to
\$1500/year



Sabbatical

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



Parental Leave

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



401k Match

Contributions matched at 5%



Quarterly Profit Sharing

8 of 10

Highest paid employees are women.

5 of 6

Highest paid employees are BIPOC women.

41.79

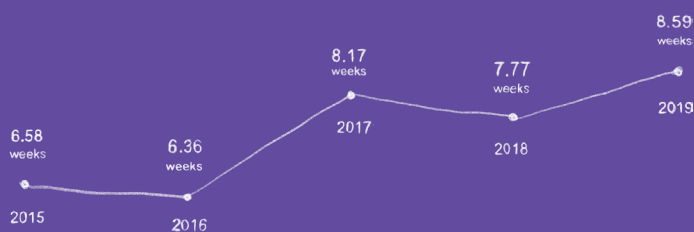
Average hours worked per week by full-time employees.

35.2%

Percentage of contractors and advisors who identify as BIPOC.

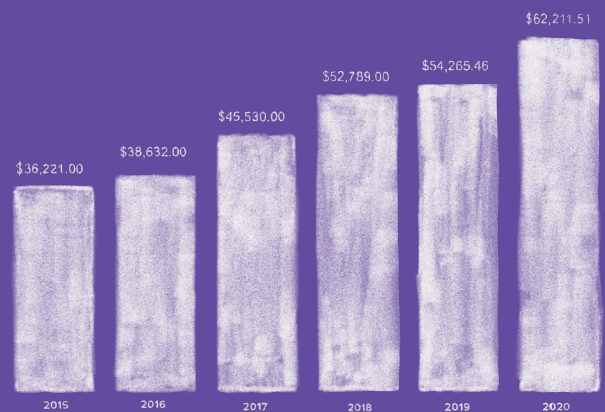
PTO

Annual Averages



SALARY

Annual Averages



Salaries do not include profit sharing.

COMMUNITY INVESTMENT

2019

2019 Financial Contributions:

Basic Rights Oregon, Immigrant and Refugee Community Organization, Transition Projects, Crag Law Center, Village Gardens, Friends of the Columbia Gorge, St. Andrew's Nativity School, Kairos, Rock 'n' Roll Camp For Girls, XRAY FM (Directed to The Numberz), Southern Oregon University, Portland In Color, A Beat Happening, Employee Donation Matching

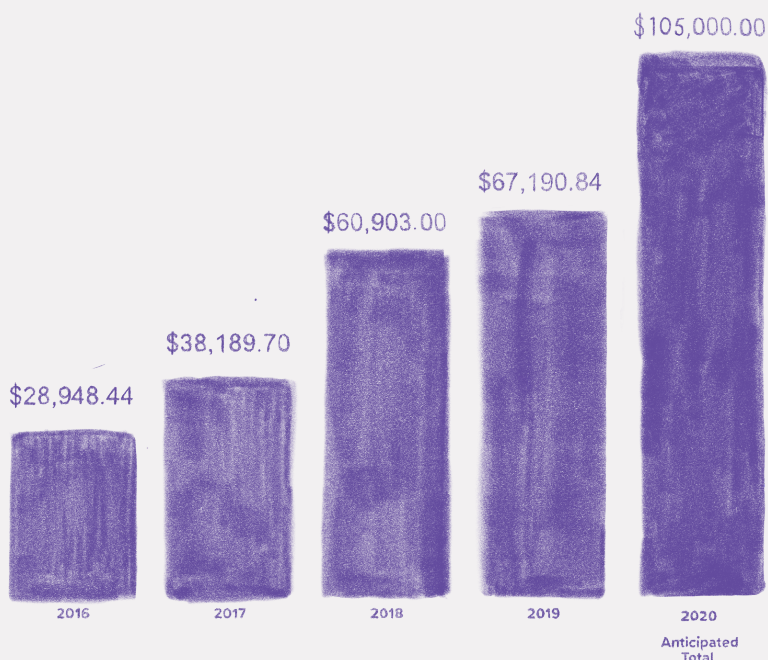
Total Invested in 2019: \$67,190.84

2020

2020 Financial Contributions:

Rock 'n' Roll Camp For Girls, XRAY FM (Directed to The Numberz), 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

Anticipated Total Invested in 2020: \$105,000.00



B Corp Certification

Last verified score: 93.5

Certified: February 2019

Goals for 2022 Recertification

- Pay 100% of employee's health insurance premium. (completed 2021)
- Increase number of diverse vendors + suppliers. by 5. (by 2022)
- Switch to a community oriented financial institution. (completed 2020)

marmoset
Together sounds better.

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