



2020 IMPACT REPORT

2020 IMPACT ON HUMAN STABILITY

Our Goals

Pallet is a **social purpose company**. Unlike traditional companies, which exist to maximize profits, a social purpose company pursues social purpose goals to make the world a better place. Pallet has two social purpose goals:

End unsheltered homelessness.

For the more than half a million people facing homelessness in America, our durable and dignified shelters are a stepping stone out of personal crisis and into a life of stability — because shelter changes everything.

Develop a nontraditional workforce.

We hire and invest in people actively engaged in recovery and reintegration, and the majority of employees who build Pallet's shelters have lived experience in homelessness, addiction, or incarceration.

Building a Social Purpose Company

Built by Design to Create Positive Social Change

WHAT IS A SOCIAL PURPOSE COMPANY?

Traditional companies exist to maximize profits and may contribute to social causes on the side. A social purpose company, in comparison, is designed from the start to pursue social purpose goals to make the world a better place. Think of social purpose companies as a hybrid between a traditional for-profit company and a nonprofit.

WHY IS PALLET A SOCIAL PURPOSE COMPANY?

We believe that businesses have an obligation to act as stewards of their employees, communities, and planet — and that profit should be reinvested to benefit the many, not held by the few.

WHY DO SOCIAL PURPOSE COMPANIES MATTER?

Companies that build social purpose into their organization from the ground up signal a serious commitment to community and make public their intention for accountability.



"We are in the midst of a humanitarian crisis and need to be honest with ourselves; much of what we have been doing is not working.

- Dr. Robert G. Marbut Jr.

Executive Director, United States Interagency Council on Homelessness

Our Solution

Personal shelter, built at the **speed** and **scale** needed to address this humanitarian crisis.

For more than half a million people facing homelessness across the America, Pallet's durable, portable, and dignified shelters are a stepping stone out of personal crisis and into a life of stability.

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PORTLAND, OREGON

IMPACT AT A GLANCE

1,311

new dignified shelter beds created in 21 cities across America for people experiencing homelessness

51

people employed by Pallet with lived experience in homelessness, addiction, or incarceration

606

people transitioned out of homelessness and into permanent housing based on case manager estimates



Employee Programs

Manufacturing Training

We're builders at heart, whether we're building a shelter or someone's future. We train our employees with the skills needed to be successful. These valuable skills are transferrable to other applications and industries, such as traditional construction.

Life Skills Training

A life of stability requires more than a career and a paycheck. That's why Pallet brings experts to its manufacturing headquarters to advise its employees on life skills, such as how to open a bank account or obtain an identification card.

Support Services

Sometimes life happens and we all hit a speed bump. The team at Pallet is a supportive community that provides personalized general services to its employees to assist them with their unique and personal challenges.

We Believe in Second Chances

Pallet puts people first, regardless of their background — we hire and invest in people actively engaged in recovery and reintegration.

People are our bottom line, and we invest in human capital to maximize the potential of our employees and the communities they serve through the manufacturing of our shelters. We strive to build people up by providing meaningful, living wage employment and comprehensive benefits in a supportive and purpose-driven environment. The majority of our employees have lived experience in homelessness, addiction, or the criminal justice system.

83%

of our employees are system-impacted.





EMPLOYEE SPOTLIGHT

Daniece Dean

In May, 2020, Daniece joined Pallet's team as a manufacturing specialist. Like most of Pallet's employees who build the company's dignified shelters, Daniece has lived experience with homelessness, addiction, and incarceration – and knows all too well the challenges people with similar backgrounds face when looking for work.

"I went from homelessness, to prison, to making shelter for the homeless."

– Daniece

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COMMUNITY SPOTLIGHT

Fresno, CA

In September, the City of Fresno and Poverello House unveiled an installation of Pallet shelters to replace the wooden sheds that were previously used as sleeping cabins at this site.

The Pallet shelters are made with highly durable insulated materials, and provide their residents with folding bunk beds, a lockable door, and openable windows for ventilation. Each shelter is also equipped with heating and air conditioning for personal climate control, carbon monoxide detector, smoke detector, and fire extinguisher. The total investment for the shelter community was \$340,000 — that's \$2,833 per bed.

"They look good, they look sturdy and most importantly they offer the conveniences that make life more comfortable."

— Fresno Mayor Lee Brand

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120
NEW BEDS



RESPONDING TO

COVID-19

As the coronavirus pandemic reached new stages throughout 2020, populations around the world practiced social distancing to prevent transmission. And while many have the privilege to limit their exposure to the virus by isolating themselves at home, people experiencing homelessness don't have that luxury – and are among the most vulnerable to the virus.

That's why Pallet worked closely with cities across America to build new, rapid, and personal shelters for people experiencing homelessness. As a social purpose company on a mission to provide access to shelter, Pallet has always been an advocate for this population – and our work was increasingly urgent in light of the COVID-19 pandemic. At times, Pallet was building **one to three new shelter villages each week**.

Why people experiencing homelessness are especially vulnerable:

- Live in close proximity to one another
- More transient than the general population
- Lack access to basic hygiene
- Pre-existing health conditions
- Limited access to testing

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COMMUNITY SPOTLIGHT

Portland, OR

With cold weather arriving at a time when COVID-19 was surging, work began in Portland, Oregon, to prepare the community's three outdoor emergency shelter villages for winter. More than 100 personal shelter cabins were built to provide a safe and dignified shelter solution for Portland residents experiencing homelessness, replacing tents that previously lined the sidewalks and streets.

"After three years on the streets, Tiecha and her boyfriend plan to weather the pandemic this winter in a small "pod" with electricity, heat and enough room for two."

– The Associated Press



LEARN MORE

130
NEW BEDS



RESPONDING TO A HUMANITARIAN CRISIS

With hundreds of thousands of people experiencing homelessness in America alone, the human race is facing a shelter crisis. New permanent housing is being built, but it can't come fast enough for the thousands of people experiencing homelessness who will sleep on the streets tonight, and every night until this new housing is available.

We're realists – we know that permanent housing is the goal, but we also know that it can't be built overnight. We're building personal, safe, and dignified shelters in a matter of hours (instead of the years it takes to build permanent structures) because people experiencing homelessness need a shelter option that is better than a sidewalk and faster than the permanent solutions still in process – and they need it now.

THIS IS A CRISIS

We're rolling up our sleeves and building shelter for people experiencing homelessness at the pace that you would expect of a natural disaster. **Because we can't afford to delay when human lives are at stake.**



COMMUNITY SPOTLIGHT

Riverside, CA

The City of Riverside, California faced an urgent crisis: as of January, 2020, more than 400 people were living unsheltered in the city. While the city was working on other plans to expand its shelter capacity beyond the 180 beds they had at that moment, elected officials were also seeking a rapid and emergency shelter solution for its residents facing homelessness.

Handling the situation like a crisis, Riverside leaders moved quickly to build an emergency Pallet shelter village in just four days.

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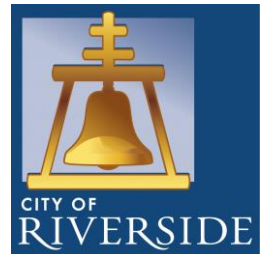


60
NEW BEDS

"Pallet shelters offer a sense of dignity at a moment when those who need them have often suffered a loss there. Now that might sound to some like a 'nice to have,' not a 'need to have.' Here's what I know from Riverside's experience with this approach. It's easier to have hope when you're treated as a whole person. It's easier to be motivated — in counseling, in addiction treatment, in a job search — when the people around you see you as worthwhile.

I know Pallet's shelters offer these things because I spent more than 10 nights in a unit last year. I wanted to know what we were providing. I found the shelters to be highly functional, and offered residents a stable environment from which they could begin to improve their lives. During my stay in the personal shelter, I spoke with a number of residents experiencing homelessness who desired their own shelter like the one I slept in."

— *Former Mayor Rusty Bailey*
Riverside, CA





GET INVOLVED

Pallet has created hundreds of new, dignified shelter beds for people experiencing homelessness – but with more than half a million people experiencing homelessness in America, we have much more work to do to ensure that everyone has a safe and dignified place to sleep at night.

And we can't do this alone. If you'd like to help, here are just a few ways you can get involved:

- **Tell your elected leaders about Pallet.**
- **Tell your local homelessness service providers about Pallet.**
- **Find an open role at Pallet and join our team.**
- **Volunteer with a local homelessness service provider in your region.**
- **Donate to a local nonprofit homeless service provider in your region.**

Learn More: www.palletshelter.com

