

Green Jobs Report

Earth Day, April 22, 2020





- **Introduction**
- **HIP Ratings**
- **Industry Ratings**
- **Jobs, Hours, & Pay**
- **Takeaways**
- **Going Forward**

Collaboration

- **HIP Investor**
- **Global Institute for Sustainable Prosperity**
- **UMKC Economics**

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Link people+planet ratings to official jobs & employment data

- **National**
 - **State**
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Report

- **Important metrics**
- **Policy implications**
- **Policy advice**



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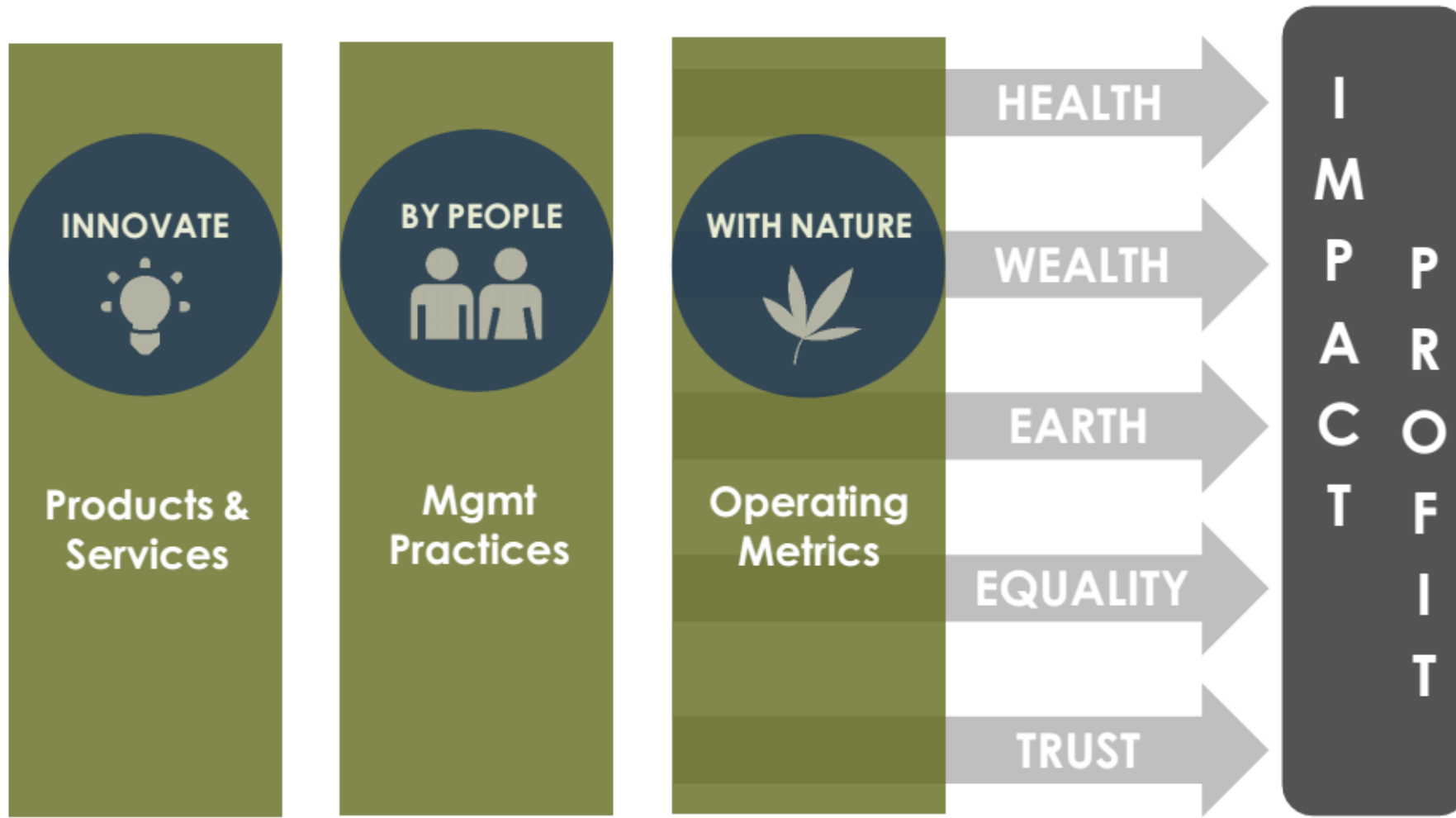
HIP Ratings = 100 Point Rating

Indicator of Impact, Future Risk, and Future Return



Worst: 0	HIP Rating	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 Ratings = Comprehensive, Quantitative Evaluates Products, Management & Operations



HIP Corporate Ratings, Pillars, Metrics Are Licensable + Based on 1.37 million Data Points

HIP Corporate Ratings + Data:

8,161 Overall HIP Ratings
(includes 300+ REITs)

40,805 HIP Pillar Ratings

261,152 Metric Ratings

1,372,048 Raw Data Points

1,681,166 Data Points + Ratings

HIP Corporate Ratings in 77 Countries



For each company,
HIP analyzes 30+
knowable but
ignored FACTORS...

...which are used to
develop 7 proprietary
HIP PILLARS...

...which are
combined to form a
proprietary HIP
RATING.

ESG Factor 1

ESG Factor 2

Proprietary
HIP Method

Management

Health

Wealth

Earth

Equality

Trust

Products &
Services

Proprietary
HIP Method

HIP
Rating

ESG Factor 30

ESG Factor 31

ESG Factor 32

HIPSM

For each company, HIP analyzes 30+ knowable but ignored FACTORS...

...which are used to develop 7 proprietary HIP PILLARS...

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ESG Factor 1

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HIP Rating

ESG Factor 30

ESG Factor 31

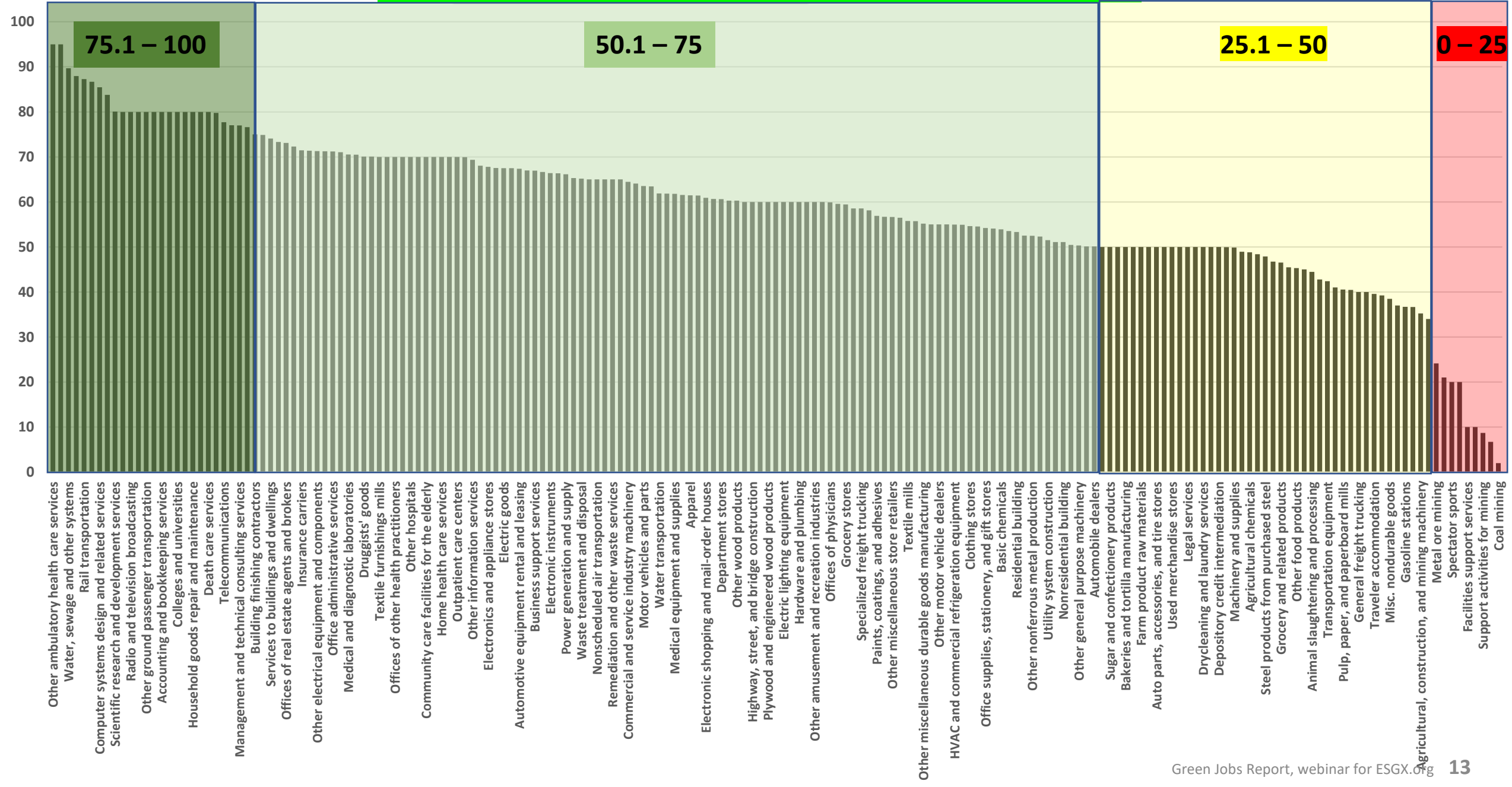
ESG Factor 32

HIP



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HIP Product & Services Scores by Industry



HIP Products & Services Ratings—Top Scoring Industries

TOP SCORING INDUSTRIES	EMPLOYMENT	Products SCORE	SAMPLE COMPANIES
Other Ambulatory Health Services	325,300	95 of 100	Allscripts Healthcare Solutions, Inc
Civic & Social Organizations	388,600	95	Microstrategy, Inc
Water, Sewage, & Other Systems	53,700	90	American Water Works, Inc California Water Service Group SJW Group Middlesex Water York Water Consolidated Water, LTD Pico Holdings, Inc.

Most companies make and sell products and services that are “net good” for people, planet and society

HIP Products & Services Ratings—Lowest Scoring Industries

LOWEST SCORING INDUSTRIES	EMPLOYMENT	Products SCORE	SAMPLE COMPANIES
Coal Mining	50,400	2 of 100	Warrior Met Coal, Inc; Consol Energy, Inc
Oil & Gas Extraction	156,600	7	EOG Resources Inc; Occidental Petroleum Corp Pioneer Natural Resource; Concho Resources Inc.; Hess Corp; Apache Corp; Noble Energy Inc Marathon Oil Corp; Devon Energy Corp; Cabot Oil & Gas Corp; WPX Energy Corp; One Gas Inc; Cimarex Energy; Murphy Oil Corp; Continental Resources Inc; CNX Resources Corp; Matador Resources; EQT Corp; Callon Petroleum; SM Energy
Support Activities for Mining	314,900	9	Conoco Phillips; Schlumberger NV; Haliburton Diamondback Energy Inc; Kosmos Energy LTD Oceaneering International Inc; Archrock Inc Nextier Oilfield Solutions; Propetro Holding Corp; Northern Oil & Gas, Inc; Solaris Oilfield Infrastructure, Inc; Talos Energy, Inc; Liberty Oilfield, Inc; RPC Inc; Extraction Oil Cas Inc; KLX Energy Services Holdings Inc; Nine Energy Service Inc; Range Resources Corp; NCS Multistage Holdings Inc; FTS International Inc

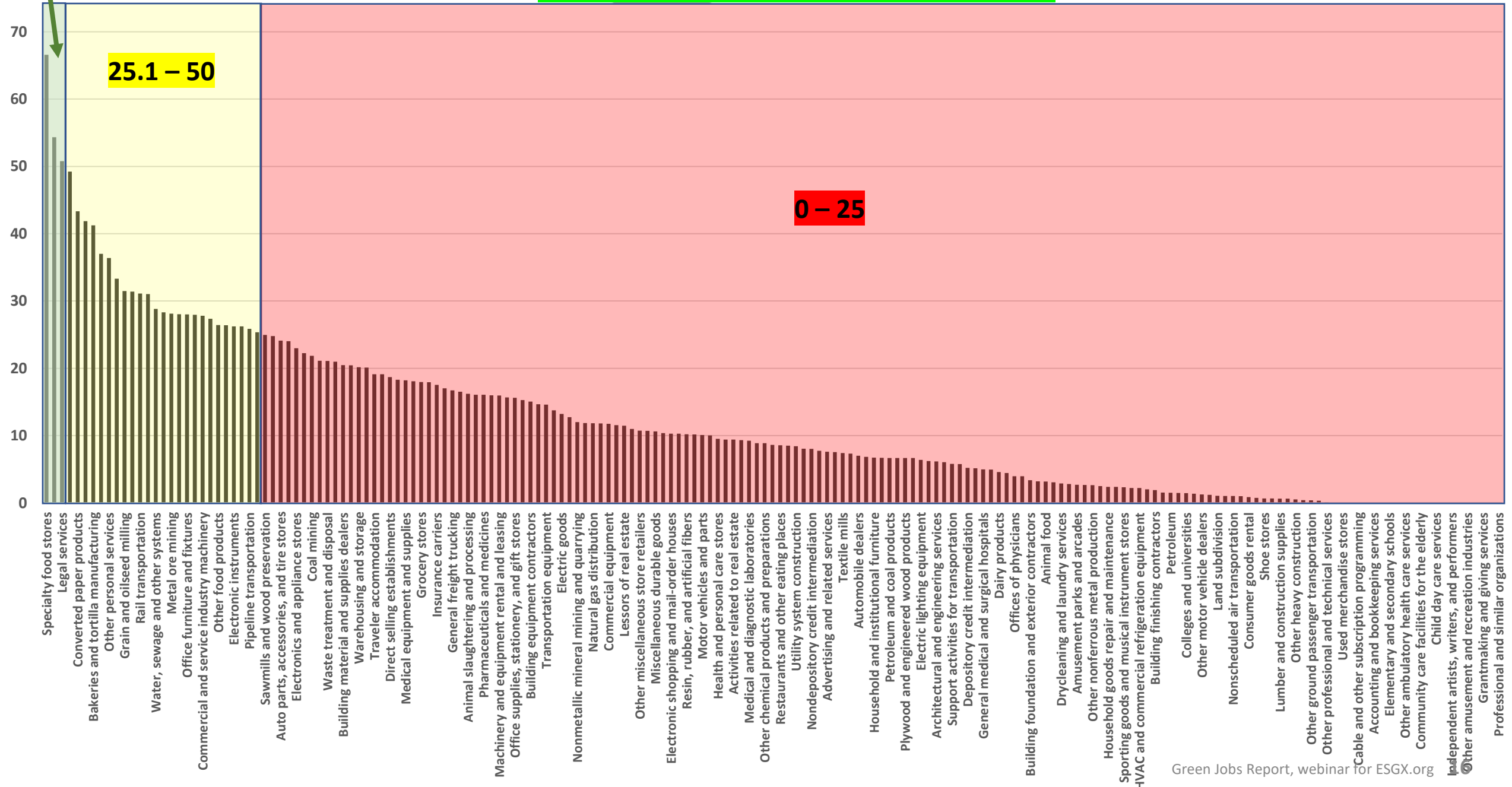
**Coal, oil, gas, mining
are extractive
of planet and people**

HIP Earth Scores By Industry

50.1 – 75

25.1 – 50

0 – 25



HIP Earth Ratings—Top Scoring Industries

TOP SCORING INDUSTRIES	EMPLOYMENT	Earth SCORE	SAMPLE COMPANIES
Specialty Food Stores	225,300	67 of 100	Dunkin' Brands Group Inc
Druggists' Goods	54,300	54	McKesson Corp Cardinal Health Inc
Legal Services	50,800	51	Nielson Holdings PLC

Very few companies report Earth Metrics – energy, water, waste, emissions – or do well at them

HIP Earth Ratings—Lowest Scoring Industries

LOWEST SCORING INDUSTRIES	EMPLOYMENT	Earth SCORE	SAMPLE COMPANIES
Accounting & Bookkeeping Services	1,037,500	0	Paychex Inc
Elementary & Secondary Schools	1,129,800	0	K12 Inc
Individual & Family Services	2,699,400	0	Providence Service Corp Tellurian Inc

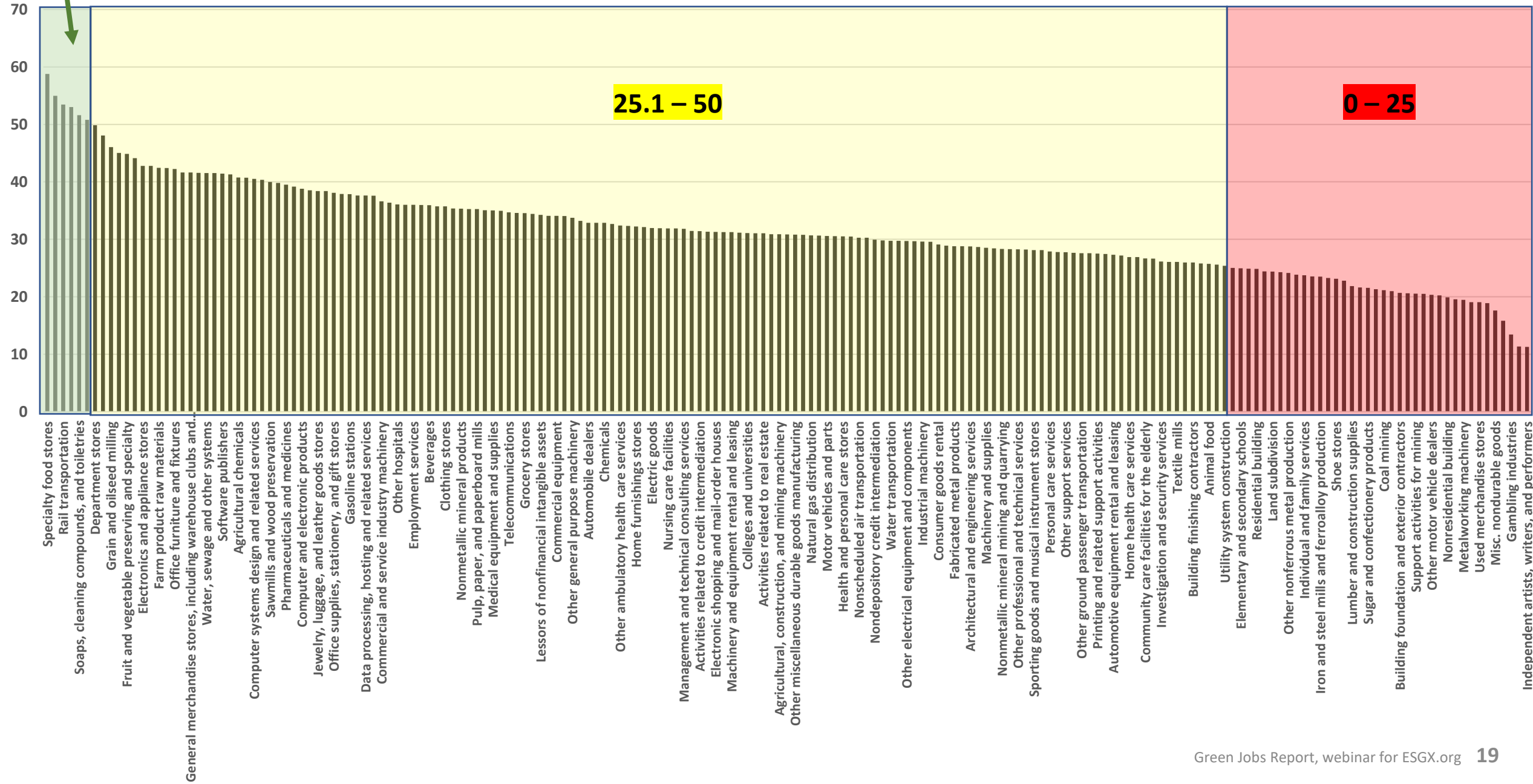
50% of US-listed firms report nothing on Earth Metrics (energy, water, waste, emissions)

HIP Overall Scores by Industry

50.1 – 75

25.1 – 50

0 – 25



HIP Overall Ratings—Top Scoring Industries

TOP SCORING INDUSTRIES	EMPLOYMENT	HIP Overall Rating SCORE	SAMPLE COMPANIES
Specialty Food Stores	225,300	59	Dunkin' Brands Group Inc
Druggists' Goods	54,300	55	McKesson Corp Cardinal Health Inc
Rail Transportation	159,600	53	Union Pacific Corp CSX Corp Kansas City Southern RR Donnelley and Sons

Some, but not enough, companies are “net positive” for society (people + planet + trust_

HIP Earth Ratings—Lowest Scoring Industries

LOWEST SCORING INDUSTRIES	EMPLOYMENT	HIP Overall Rating SCORE	SAMPLE COMPANIES
Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	52,000	11	Select Energy Services Inc
Facilities Support Services	164,500	11	Vectrus Inc
Gambling Industries	116,200	13	Scientific Games Corp

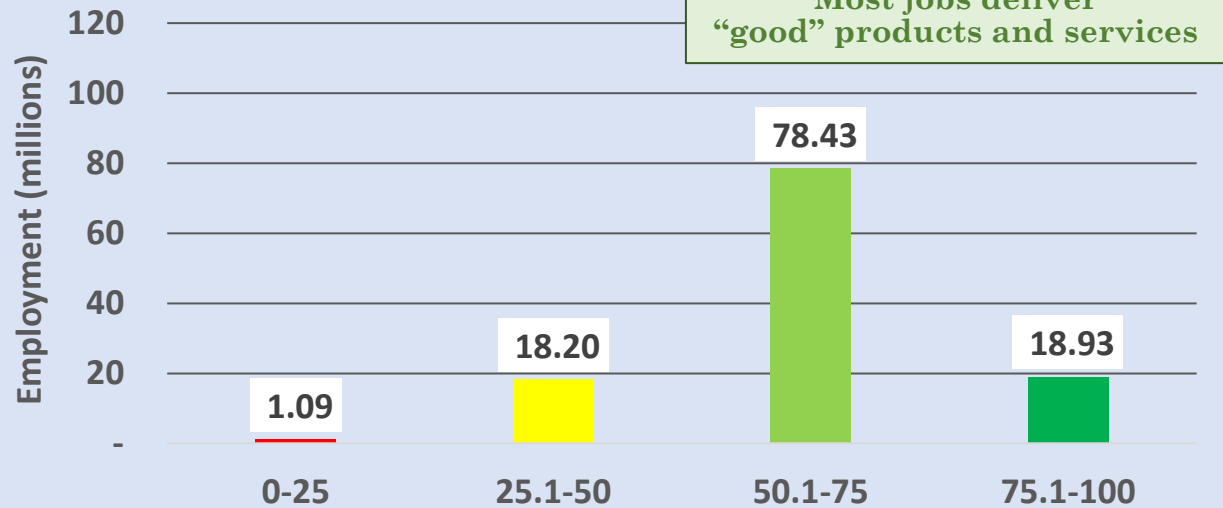
Majority of US-listed firms are opaque and extractive of people, planet, and trust



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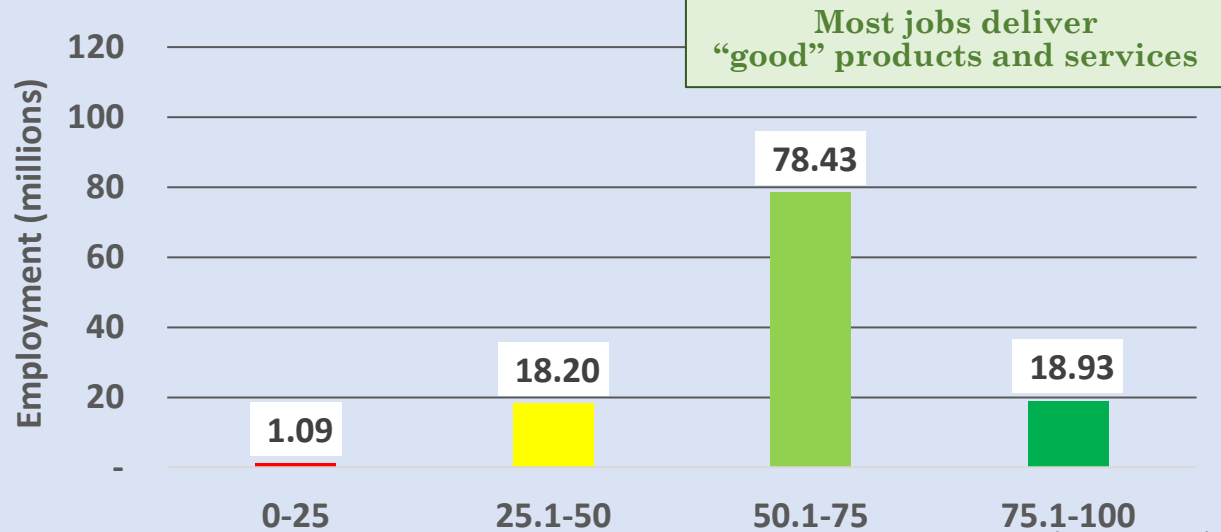
EMPLOYMENT

HIP Products & Services

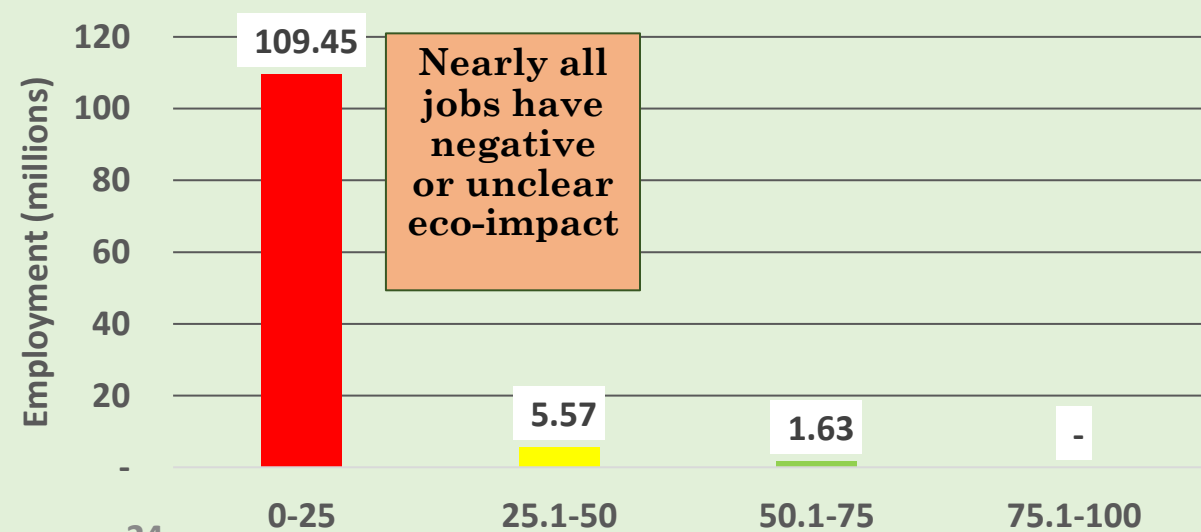


EMPLOYMENT

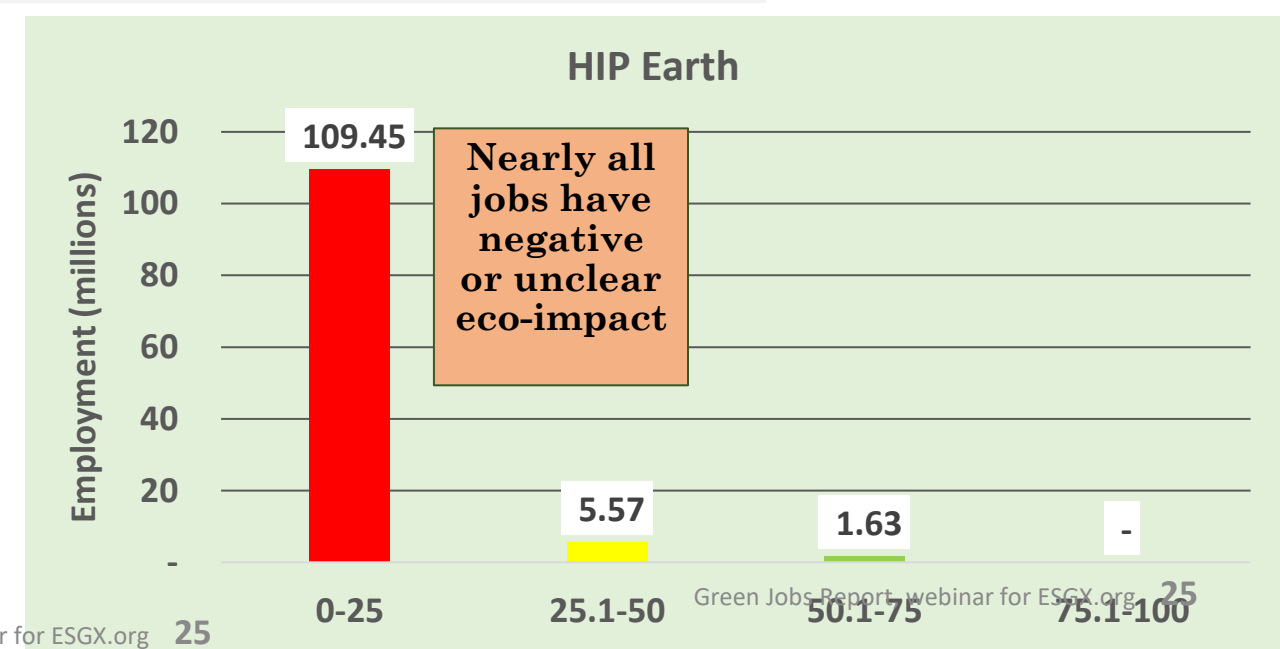
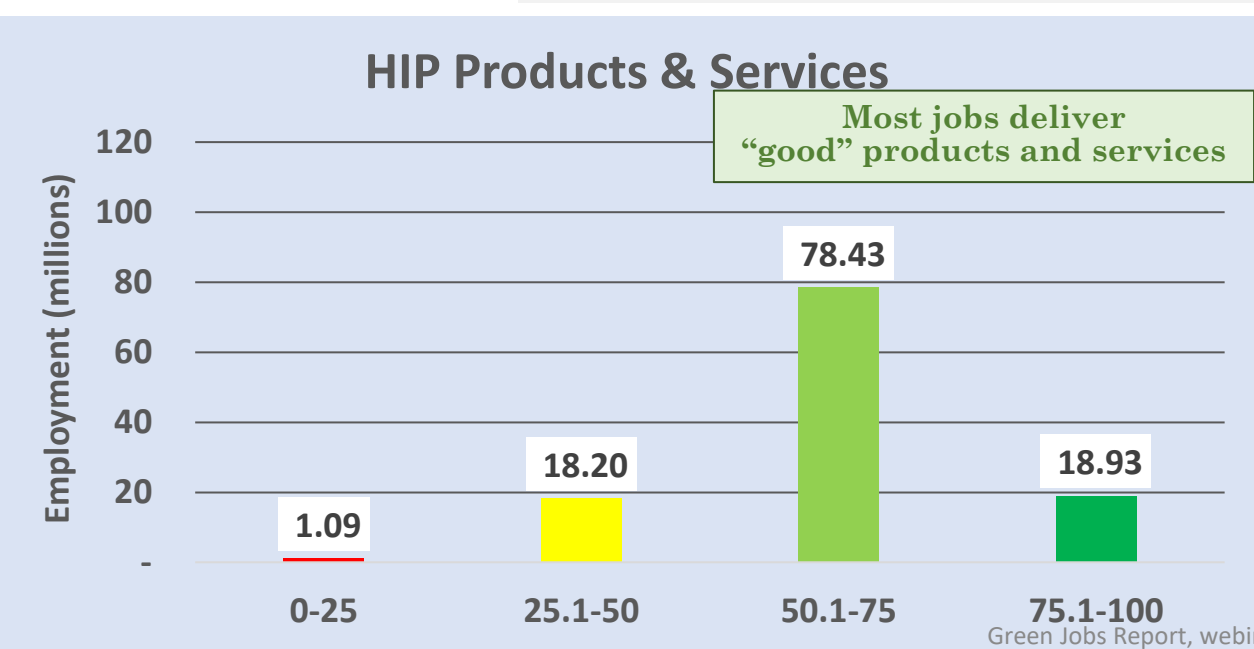
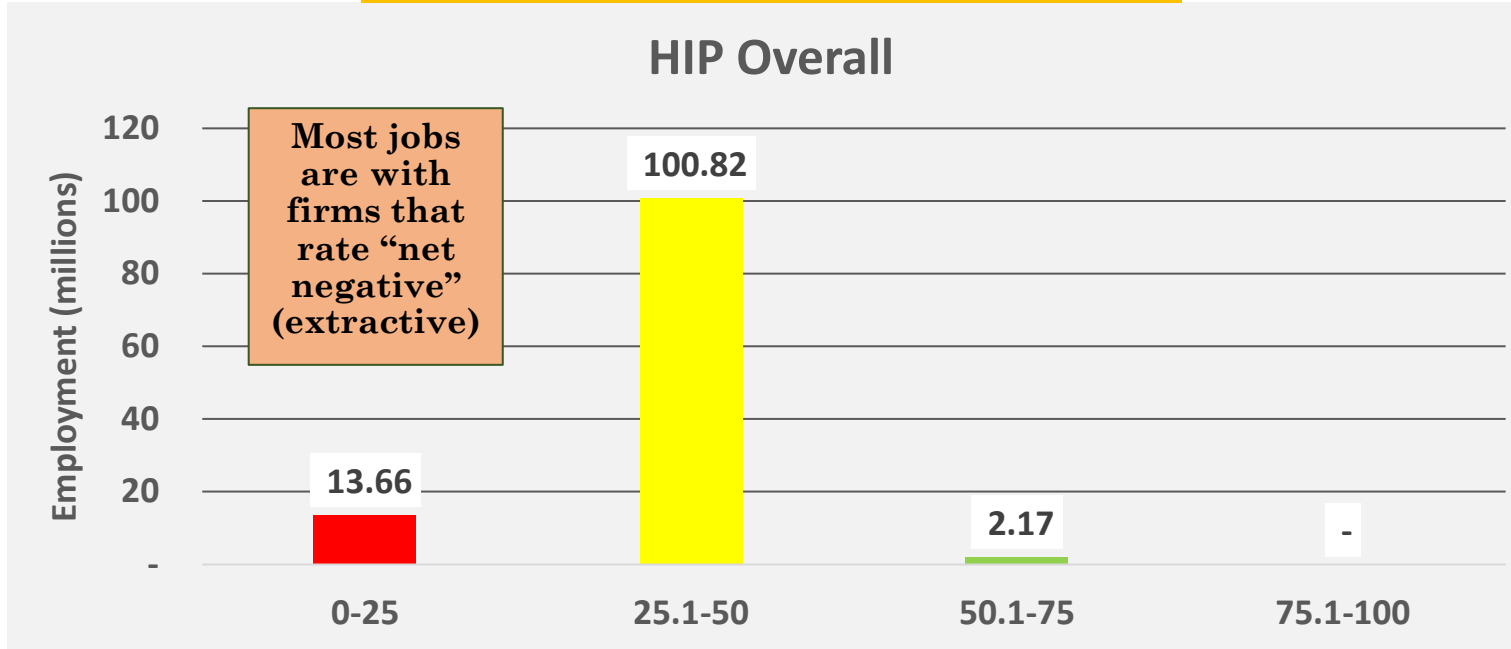
HIP Products & Services



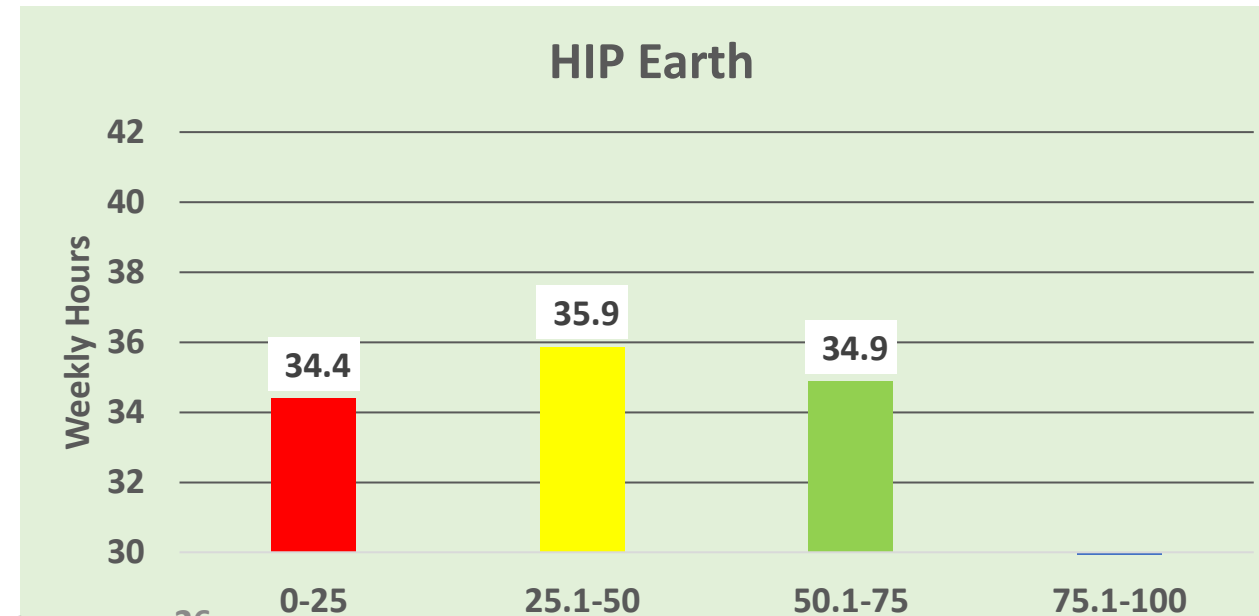
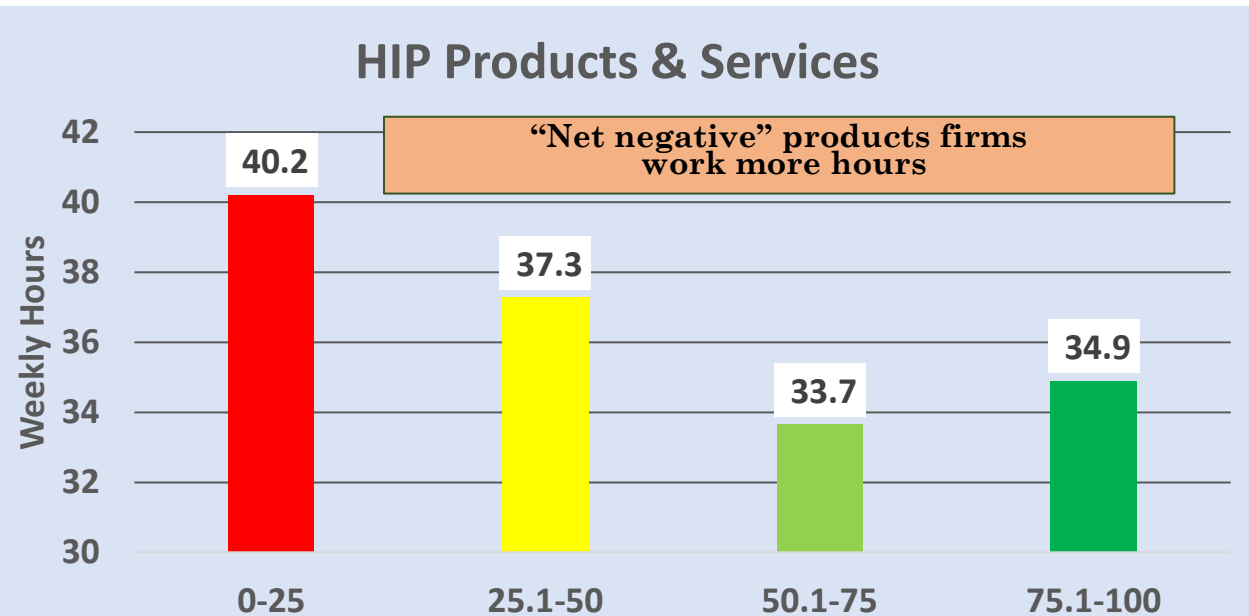
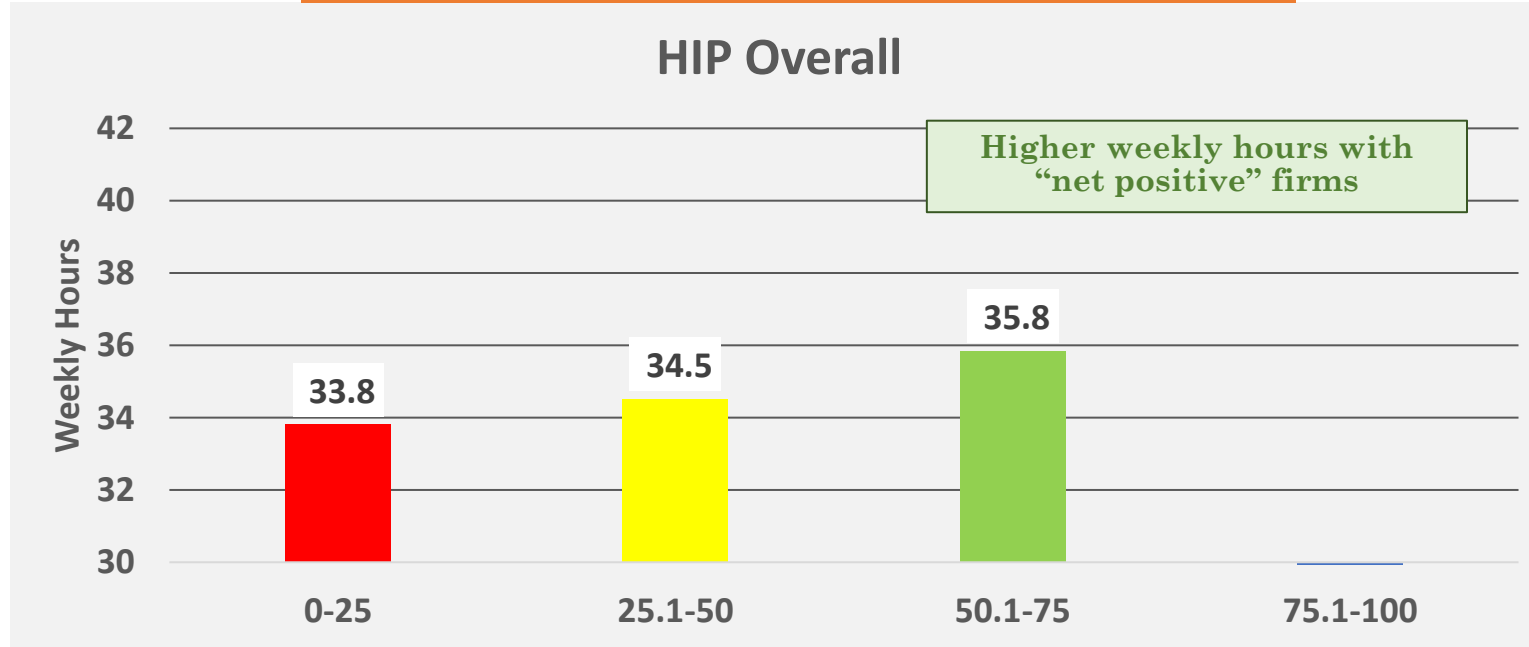
HIP Earth



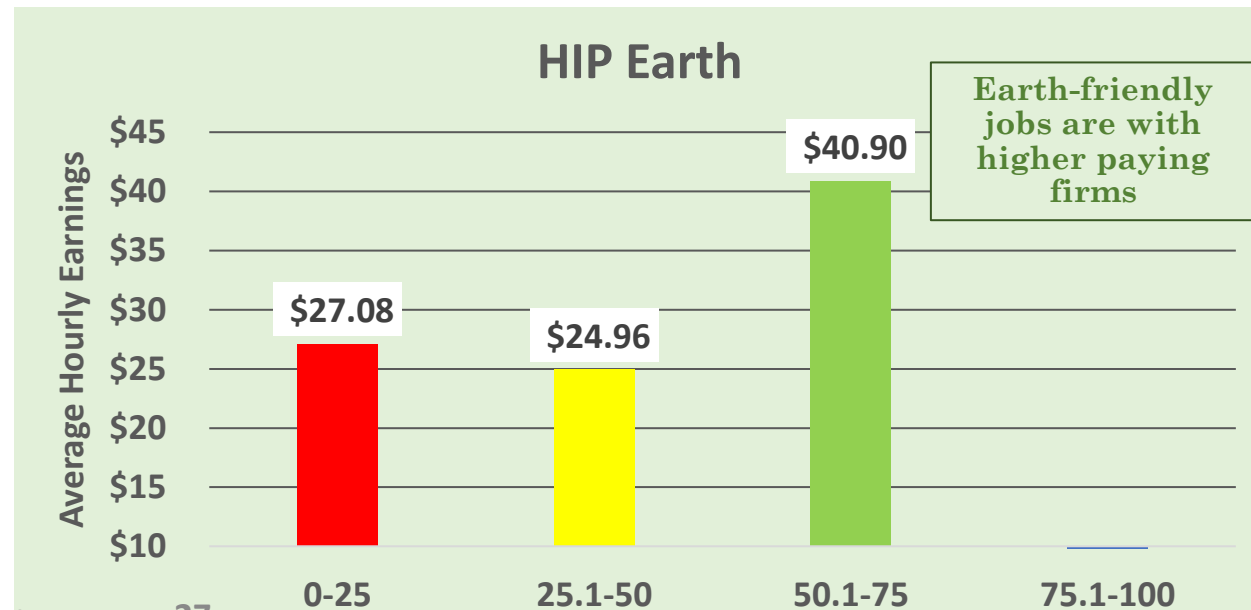
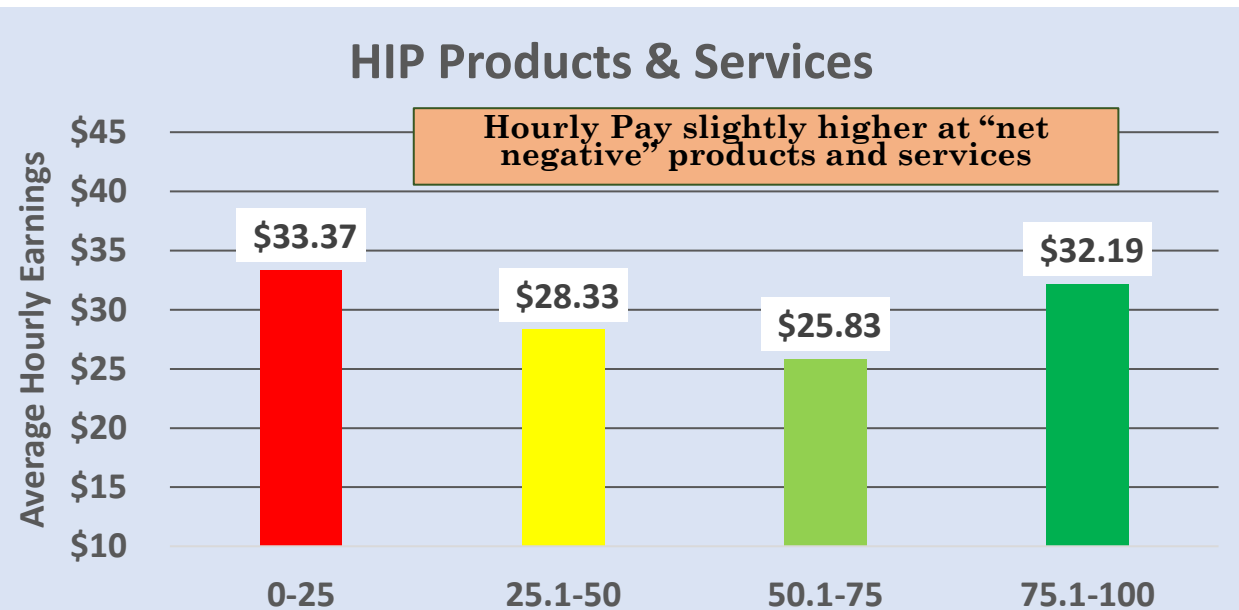
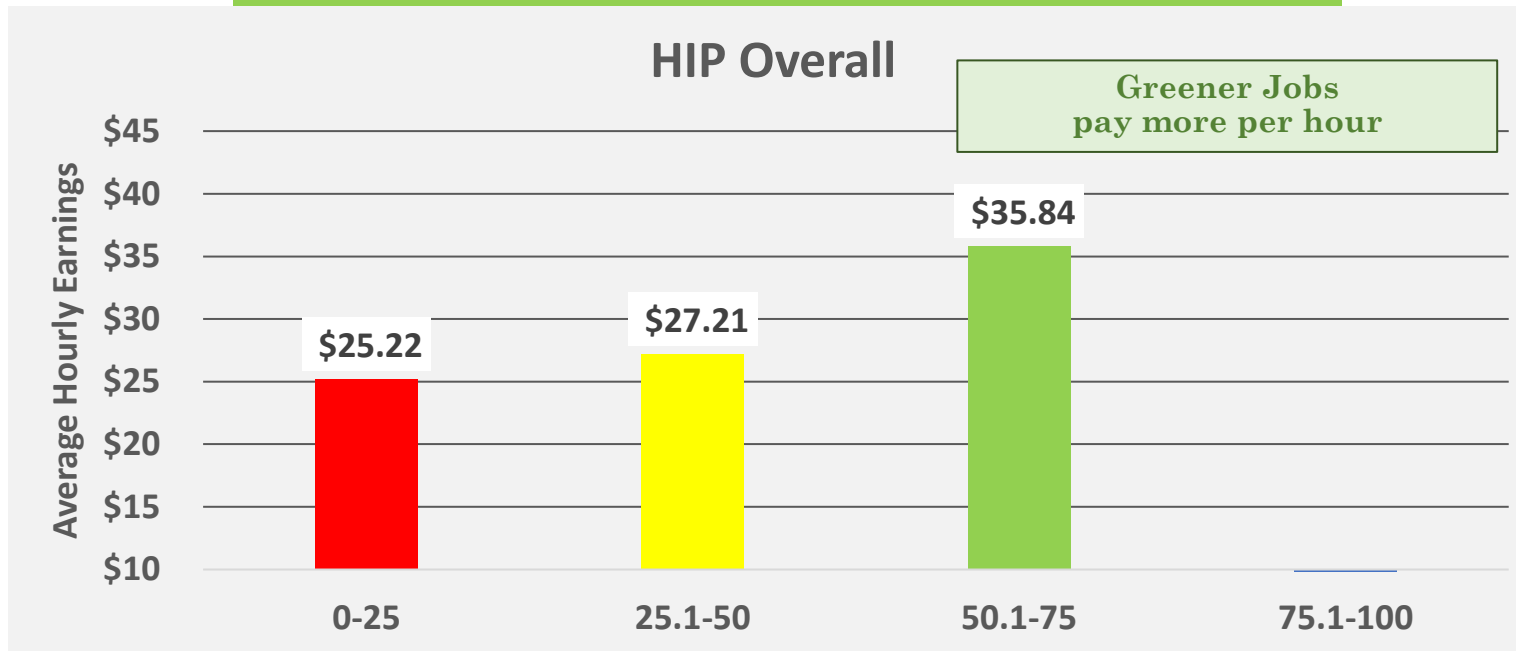
EMPLOYMENT



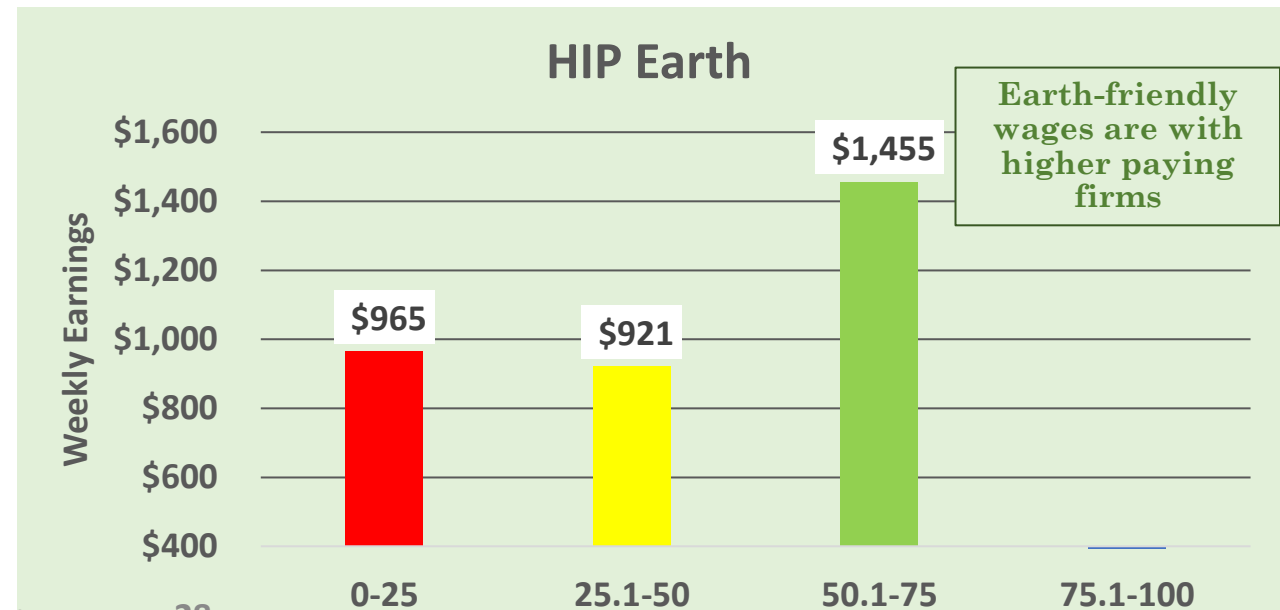
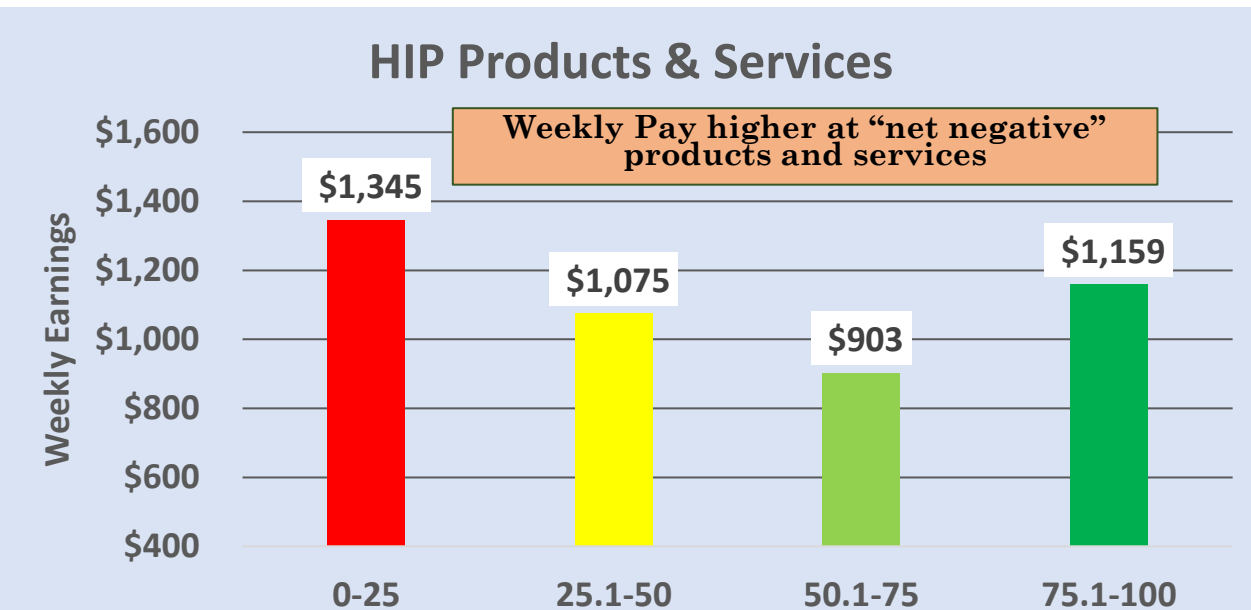
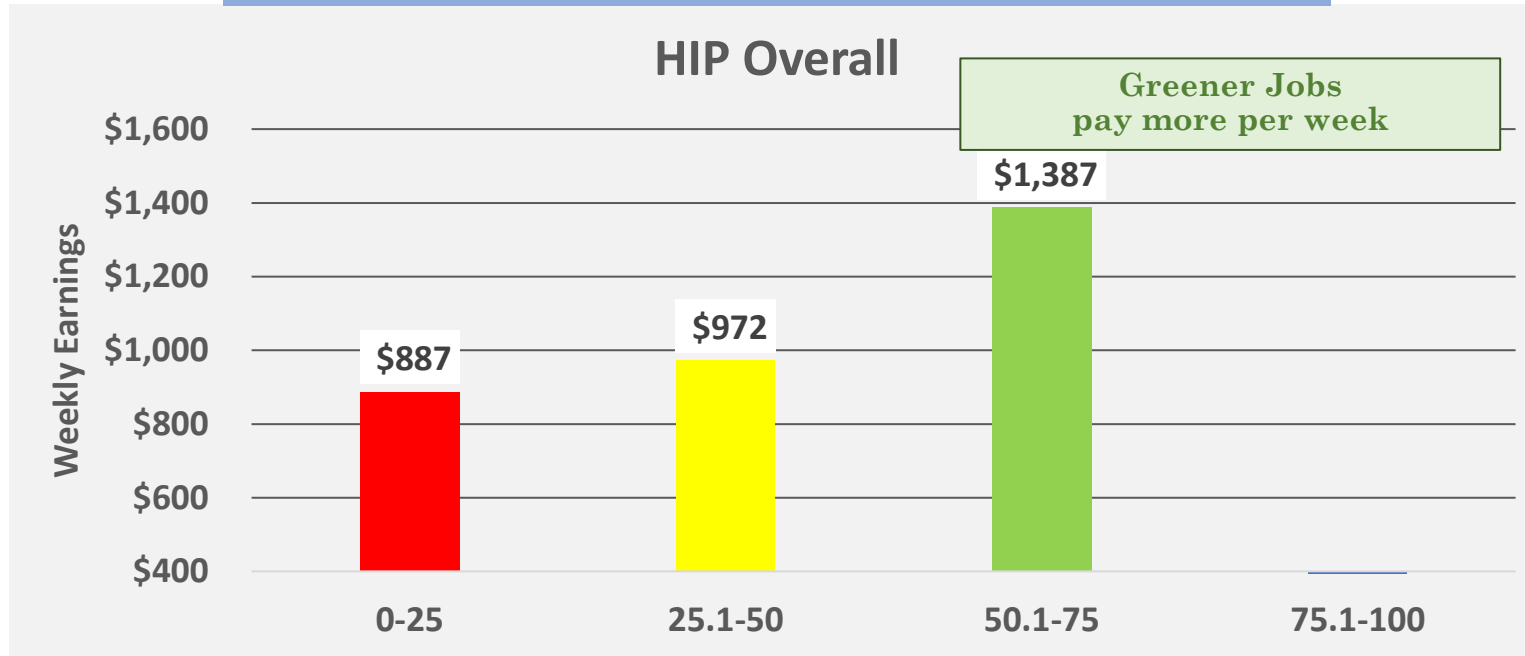
WEEKLY HOURS



HOURLY EARNINGS



WEEKLY EARNINGS





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- **Products & Services**

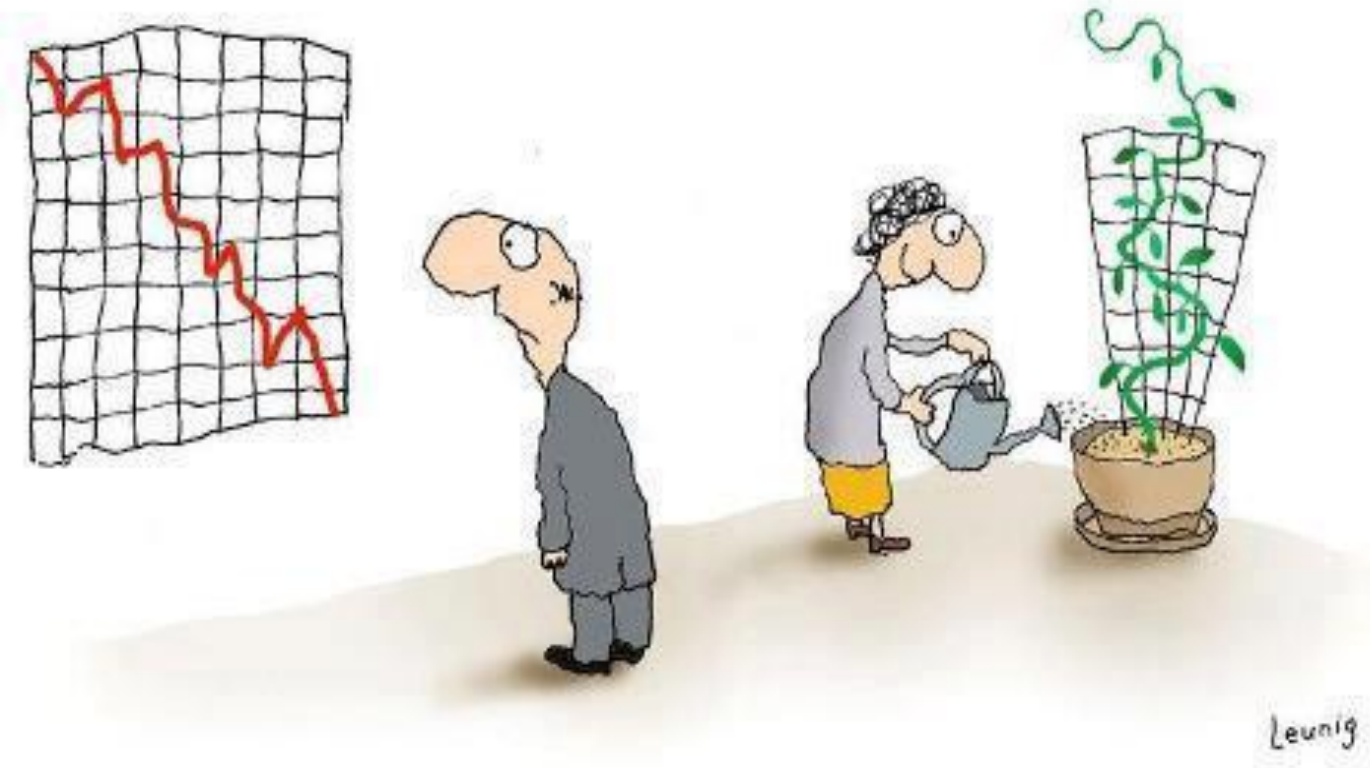
- Most industries (and jobs) are “net positive” (>50 of 100)
- Many are services, some positive products

- **Earth**

- Nearly all jobs with firms that are Earth negative
- Half or more do not report -- including many with more sustainable products and services

- **Overall HIP Rating**

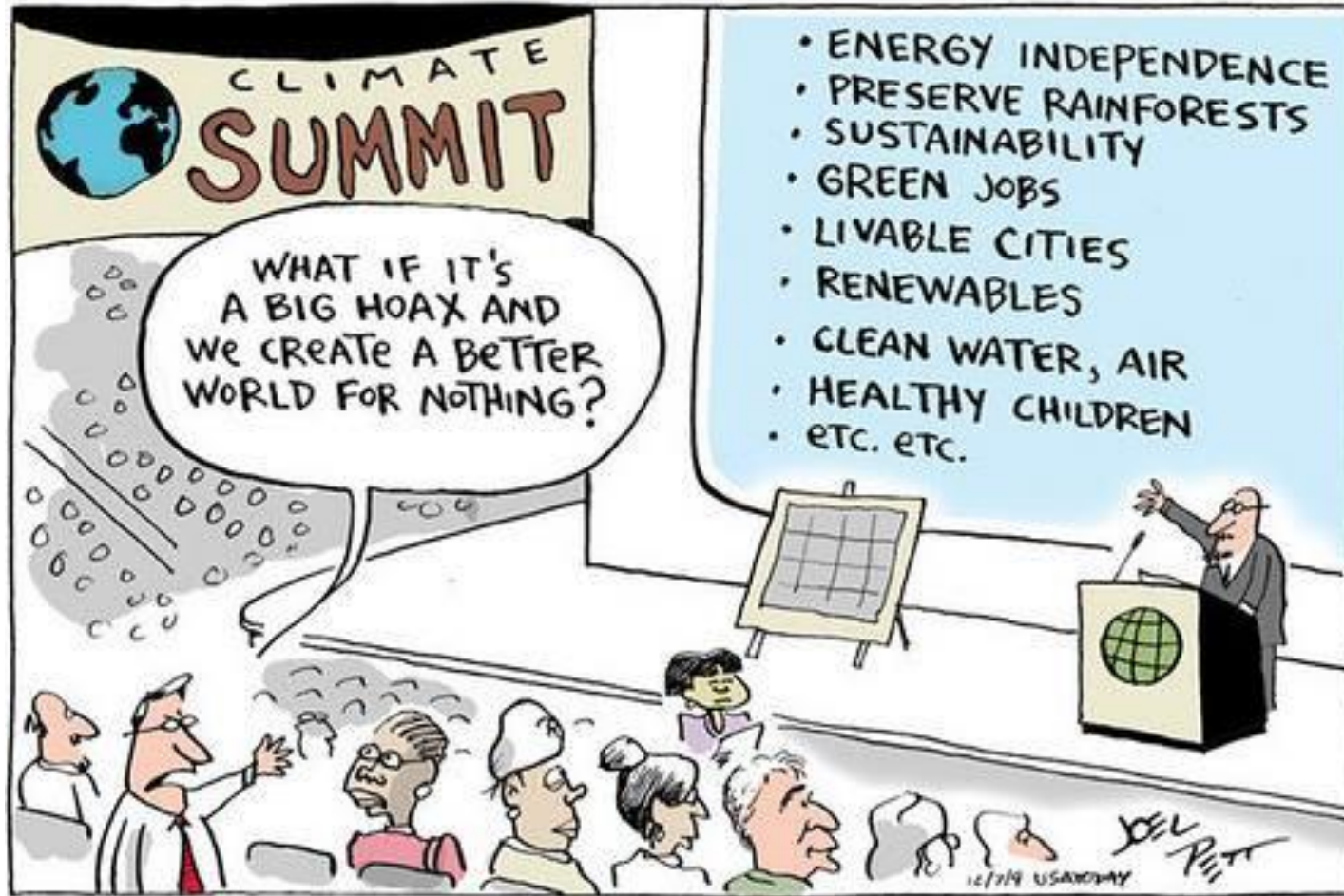
- Higher Earth & Overall HIP industry scores linked to higher hourly and total pay
- But, nearly all of those lack transparency & have industry HIP scores that are “net negative” (< 50)



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- **Current coverage = 90% of private employment in Establishment Survey**
 - **Moving to 100% coverage + Government Jobs**
 - **Segment “supervisory” & “non-supervisory”**
 - **Additional surveys & data sources for employment, unemployment, & jobs available**
- **Increased granularity HIP Products & Services rating by industry**
- **Integrate HIP Muni Issuer ratings with state and local entities**
- **Monthly Green Jobs Report published and online, starting 5/2020**

Thank You!



Questions?