



TaxValet[®]
FRACTIONAL SALES TAX DEPARTMENT

2024 Annual Impact Report



A Letter from the CEO

What a year it has been! As we reflect on 2024, I can't help but feel gratitude for the incredible milestones TaxValet has reached. This past year marked a significant chapter in our journey—one that reaffirmed our commitment to using business as a force for good.

The biggest highlight? We officially became a Certified B Corporation in February! What's even more exciting is seeing our impact grow beyond our own certification. One of our valued clients is now actively working toward becoming a B Corporation, inspired by our journey. Seeing our influence extend to other businesses makes our mission even more meaningful.

We were also honored to be named one of Quartz's Best Places to Work for the second year in a row—a testament to the culture we've built together. Investing in our people remains a core part of who we are, and that's reflected in the 1,600+ hours of education completed by our team. Our goal is to be the most trusted sales tax advisors for businesses, and continuous learning is one of the ways we make that happen.

In 2024, we hosted our first company-wide volunteer event in the Philippines and donated 1% of our 2024 profits to [Doctors Without Borders \(Médecins Sans Frontières - MSF\)](#), ensuring that our success directly supports meaningful causes.

As we look ahead to 2025, we're excited to build on this momentum. We'll continue to keep our environmental impact minimal by remaining a fully remote workplace while expanding our volunteer efforts across the company. We're committed to promoting from within, empowering our team to grow with us, and encouraging more businesses to take the leap toward B Corp certification.

To our team, clients, and community—thank you for being part of this journey. Your support in what we're building together inspires us every day.

Let's keep making an impact!



Christine Pope
CEO, TaxValet

Table of Contents

B Corp Certification and Our People	4
Charitable Giving and Pro Bono Work	5–7
Environmental Impact and 2025 Goals	8



B Corp Certification

TaxValet officially became a Certified B Corporation in February 2024 after beginning the process in 2023. This certification underscores our commitment to meeting the highest standards of social and environmental impact.

Beyond our own certification, we're thrilled that our influence has encouraged one of our clients to pursue their own B Corp certification as well. We love seeing our mission extend beyond our own company, inspiring others to embrace responsible business practices.



Our People

At TaxValet, we believe that taking care of our team is the foundation of our success.

Time Off & Flexibility

In addition to our industry-leading 43 days of paid time off, we introduced a **flexible bereavement policy** in 2024, allowing employees to take time off due to life crises such as the death of a loved one, a medical diagnosis, or the impact of natural disasters.

Awards & Recognition

TaxValet was ranked in **Quartz's Best Places to Work** for the second consecutive year and was featured in the **Inc. 5000 list of fastest-growing companies** for the second time.

Learning & Growth

Our employees completed over **1,600 hours of continuing education** in 2024, and **35% of our team was promoted internally** as part of our commitment to growth and development.



Charitable Giving and Pro Bono Work

1% of Our 2024 Profits Donated to Doctors Without Borders

As a **Certified B Corporation**, we are committed to giving back, and part of that commitment includes donating **1% of our annual profits to a nonprofit organization** that aligns with our mission and values.

For 2024, we are honored to donate to **Doctors Without Borders (Médecins Sans Frontières)**.



This incredible organization provides **emergency medical aid to communities facing crisis—whether due to conflict, natural disasters, or disease outbreaks—regardless of political or economic barriers**. Their unwavering commitment to global humanitarian relief reflects our belief in supporting vulnerable communities and making a tangible impact where it's needed most.

Doctors Without Borders provides critical aid to those facing life-threatening challenges. We are proud to contribute to their mission of delivering life-saving care across the world.

Image source: [msf.org](https://www.msf.org)

www.thetaxvalet.com



Our Volunteer Time Off Program is Growing

In 2024, 33% of our employees took advantage of our Volunteer Time Off program—up from 10% in 2023.

10% 2023

33% 2024



Our team has volunteered with various organizations around the world, including orphanages, botanical gardens, epilepsy foundations, typhoon relief organizations, mental health fairs, and animal shelters.

Company-Wide Volunteer Event in the Philippines

In May, 2024, we hosted our first company-wide volunteer event in Iligan Beach, Malay, Aklan, Philippines. Partnering with **Aklan Trekkers**, we participated in a coastal cleanup and educated Yakap Elementary School students on the importance of handwashing.



Environmental Impact

Sustainability remains a key focus for TaxValet, and we continue to take steps to minimize our environmental footprint.

Zero Waste

We have maintained our commitment to producing **zero waste to landfills** and eliminating hazardous waste.

Sustainable Home Offices

In 2024, we rolled out a **comprehensive virtual office stewardship policy**, educating employees on making their home offices greener.

Remote Work

As a fully remote company with no central offices, we're able to save on energy usage, commuting emissions, and overall resource consumption.

2025 Goals

As we move into 2025, we are setting ambitious goals to further our social and environmental impact.



Increase VTO Participation: We aim for 75% of employees to use their Volunteer Time Off.



Internal Promotions: We strive for at least 15% of employees to be promoted internally, ensuring continued career growth.



Expanded Volunteer Impact: Our goal is for employees to use over 30% of available VTO hours.



Carbon Neutral Goal: By the end of 2025, we aim to be carbon neutral, educating 100% of our team on reducing their personal carbon footprints.

At TaxValet, we know that business is about more than just numbers. It's about people, purpose, and making a real impact. Thank you for being part of this journey with us!



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