



State of Rhode Island
Department of State - Business Services Division

Annual Report for the year: 2024

Benefit Profit Corporation

- Filing period: within 120 days following the end of the fiscal year
→ Filing Fee: \$60.00
→ Penalty: Additional \$25.00 fee if form is not filed within 150 days of the fiscal year end.

STAMP
10%
SECRETARY OF STATE
USE ONLY

1. Entity ID Number 001722214		2. Exact name of the Corporation Lucidate P.C.			
3. Principal Office Address 225 Dyer Street, 2nd Floor		City Providence	State RI	Zip 02903	
4. NAICS Code 541110		5. State of Incorporation Rhode Island			
6. Brief description of the character of business conducted in Rhode Island Practice of Law					
7. List ALL officers (names and addresses) Check the box to indicate an attachment ☐					
President Name Marc A. Lewin			Vice-President Name NONE		
Street Address 225 Dyer Street, 2nd Floor			Street Address		
City Providence	State RI	Zip 02903	City	State	Zip
Secretary Name Marc A. Lewin			Treasurer Name Marc A. Lewin		
Street Address 225 Dyer Street, 2nd Floor			Street Address 225 Dyer Street, 2nd Floor		
City Providence	State RI	Zip 02903	City Providence	State RI	Zip 02903
8. List ALL directors (names and addresses) Check the box to indicate an attachment ☐					
Director Name NONE			Director Name		
Street Address			Street Address		
City	State	Zip	City	State	Zip
9. Shares Authorized					
This information is currently of record in the Department of State. Changes require an additional filing.					
Check if stock is publicly traded. ☐					
10. Shares Issued Check the box to indicate an attachment ☐					
NUMBER OF SHARES		CLASS/SERIES		PAR VALUE	
10,000		CWP		\$0.01	

FILED 3:31

MAIL TO:
Division of Business Services
148 W. River Street, Providence, Rhode Island 02904-2615
Phone: (401) 222-3040
Website: www.sos.ri.gov

APR 01 2024
BY 95QR9 KJ

11. The following provisions require a narrative description:

a. The ways in which the benefit corporation pursued general public benefit during the year and the extent to which general public benefit was created:

See attached report.

b. The ways in which the benefit corporation pursued a specific public benefit that the Articles of Incorporation state is the purpose of the benefit corporation and the extent to which that specific public benefit was created:

The firm did not include in its articles of incorporation any specific public benefit that is the purpose of the firm.

c. Any circumstances that have hindered the creation by the benefit corporation of general public benefit or specific public benefit:

See attached report.

d. The process and rationale for selecting or changing the third-party standard used to prepare the benefit report:

See attached report.

e. Provide an assessment of the overall social and environmental performance of the benefit corporation against a third-party standard, either applied consistently with any application of that standard in prior benefit reports or accompanied by an explanation of the reasons for any inconsistent application or the change to that standard from the one used in the immediately prior report:

See attached report.

f. Name and address of the Benefit Director: *(Required if stock is publicly traded.)*

NONE

g. Name and address of the Benefit Officer: *(If not applicable, state "NONE.")*

NONE

h. The statement of the benefit director described in subsection 7-5.3-8(c):

NOT APPLICABLE

i. A statement of any connection between the organization that established the third-party standard, or its directors, officers or any holder of 5% or more of the governance interests in the organization and the benefit corporation or its directors, officers or any holder of 5% or more of the outstanding shares of the benefit corporation. The statement should include any financial or governance relationship which might materially affect the credibility of the use of the third-party standard.

NONE

j. If the benefit corporation has dispensed with, or restricted the discretion or powers of the board of directors, indicate the persons that exercise the powers, duties, and rights and who has the immunities of the board of directors. Name(s) and address of the person(s) that exercise the powers, duties and rights of a benefit director:

The Firm does not have a board of directors. Marc Lewin, 225 Dyer St., 2 FL., Providence, RI 02903, exercises the powers, duties, and rights of, and has the immunities of, a board and a benefit director

k. If during the year covered by this benefit report, a benefit director resigned from or refused to stand for reelection to the position of benefit director, or was removed from the position, and the benefit director furnished the benefit corporation with any written correspondence concerning the circumstances surrounding the resignation, refusal, or removal, the benefit report shall include that correspondence as an exhibit.

12. This report must be executed on behalf of the corporation by an authorized representative. If the corporation is in the hands of a receiver or trustee, this report must be executed on behalf of the corporation by the receiver or trustee.

13. ***Under penalty of perjury, I declare and affirm that I have examined this report, including any accompanying schedules and statements, and that all statements contained herein are true and correct.***

Name of Authorized Representative

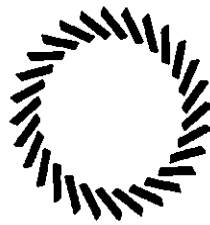
Marc A. Lewin

Date

March 29, 2024

Signature of Authorized Representative





Lucidate P.C.

Combined Annual Report and Annual Benefit Report
2024

Report Introduction

Lucidate P.C. is a Rhode Island professional service benefit corporation licensed by the Rhode Island Supreme Court for the practice of law (the "Firm"). A benefit corporation is required by Rhode Island law to prepare an annual benefit report¹, submit the report to its shareholders², and post all of its benefit reports on the public portion of its Internet website.³ Concurrently with the delivery of the benefit report to shareholders, the benefit corporation must deliver the annual report specified under the Rhode Island Business Corporation Act ("Act") together with a copy of the benefit report to the Rhode Island secretary of state for filing.⁴

This version of the report is the report for filing with the Rhode Island secretary of state and combines the required portions of the annual benefit report and the annual report. The Firm's fiscal year ends on December 31. This 2024 report covers the fiscal year of the Firm beginning on January 1, 2023 and ending on December 31, 2023.

The Firm was incorporated on April 13, 2021 but only received its license to practice law in the form of a professional service corporation from the Rhode Island Supreme Court on December 20, 2021. From the date of its incorporation until December 31, 2021, the Firm did not engage in any business. Active business and practice of law did not occur until January 1, 2022. This report, therefore, is for the second year of operations and reflects the Firm's limited capacity, in its beginning years and with a single full-time employee, to focus on creating a general public benefit.

¹ Rhode Island General Laws ("R.G.L.") § 7-5.3-12.

² RIGL § 7-5.3-13(a).

³ RIGL § 7-5.3-13(b).

⁴ RIGL § 7-12-1501.



ANNUAL BENEFIT REPORT

Introduction and Overall Assessment

A benefit corporation must have a purpose of creating a general public benefit.⁵ The creation of general public benefit is in the best interests of the Firm.⁶ The Firm did not include in its articles of incorporation one or more specific public benefits that it is the purpose of the Firm. "General public benefit" means a material positive impact on society and the environment, taken as a whole, assessed against a third-party standard, from the business and operations of a benefit corporation.⁷ "Third-party standard" means a recognized standard for defining, reporting, and assessing corporate social and environmental performance that meets the criteria set forth in Rhode Island General Laws.⁸

The Firm has selected ISO 26000 (the "Standard") as the third-party standard to integrate social responsibility into the Firm.⁹ The rationale for selecting ISO 26000 is, first, that it is a standard that complies with the definition of "third-party standard" set forth in Rhode Island General Laws § 7-5.3-2(11). Although many standards are available, ISO 26000 helps clarify what social responsibility is, helps businesses translate principles into effective actions, and is aimed at all types of organizations regardless of their activity, size, or location. ISO 26000, launched in 2010 following five years of negotiations between many different stakeholders across the world, represents an international consensus: representatives from government, NGOs, industry, consumer groups, and labor organizations around the world were involved in its development.

The Firm does not have a board of directors. The Firm does not have either a benefit director or a benefit officer. Marc A. Lewin, the sole shareholder of the Firm, exercises the powers, duties, and rights of, and has the immunities of, the board of directors and a benefit director. It is the opinion of Mr. Lewin, acting as benefit director:

- (1) that the Firm acted in accordance with its general public benefit purpose in all material respects during calendar year 2023; and
- (2) that the officers complied with Rhode Island General Laws 7-5.3-7(a) and 7-5.3-9(a), respectively.

⁵ RIGL § 7-5.3-6(a).

⁶ RIGL § 7-5.3-6(c).

⁷ RIGL § 7-5.3-2(5).

⁸ RIGL § 7-5.3-2(11).

⁹ The Standard includes environmental responsibilities within the broader category of socially responsible corporate behavior, that has as its objective sustainable development. Standard, Introduction.



Narrative

After providing the overall assessment of the Firm's overall social and environmental performance at the end of the previous section, the Firm here provides a narrative of the ways in which the Firm pursued general public benefit during the year and the extent to which general public benefit was created. The seven core subjects of the Standard are: (1) organizational governance, (2) human rights, (3) labor practices, (4) the environment, (5) fair operating practices, (6) consumer issues, and (7) community involvement and development. These core subjects are the principles that guide the Firm's commitment to social responsibility and general public benefit. Within each core subject are several issues, and it is the Firm's responsibility to identify which issues are relevant and significant for it to address, through its own considerations and through dialogue with stakeholders.¹⁰

The Firm was not engaged in any active business activity during 2021. Consequently, (1) the overall social and environmental performance of the Firm were assessed for the first time in its prior benefit report period, and (2) while the Firm has undertaken to provide general public benefit this year, it has a limited capacity to provide a general public benefit during its initial phase of growth and with only a single full-time employee. As is especially appropriate for a "micro" organization,¹¹ the Firm's social responsibility commitment must be balanced with responsibilities to the Firm's clients and its employee-shareholder. Nevertheless, the Firm has foundational principles that are rooted in socially responsible corporate behavior and has set goals within the core subjects of the Standard for fiscal year 2024 and beyond.

The Firm currently has one employee—the sole shareholder. Many of the core subjects of the Standard are relevant to organizations with more than one employee and some more relevant to organizations with many employees. And that is the single factor that has most hindered the creation by the Firm of general public benefit. Nevertheless, the Standard is intended for use with organizations of all sizes,¹² and, as noted, the Firm has been founded upon incorporation of certain principles of the Standard. Some of the issues within the core subjects of the Standard that were foundational principles of the Firm are discussed in more depth below, while those aspects of the core subjects the Firm intends to integrate as it grows are also noted.

1. Organizational Governance

The Standards provide:

Organizational governance is the system by which an organization makes and implements decisions in pursuit of its objectives.¹³ An organization aiming to be socially responsible should have an

¹⁰ Standard, Introduction

¹¹ Standard 3.3.4 (Box 3).

¹² Standard 1 and 3.3.4 (Box 3). The Firm is a "micro" organization, currently.

¹³ Standard, 6.2.1.1



organizational governance system enabling the organization to provide oversight and to put into practice the principles of social responsibility.¹⁴

As there is only one employee-shareholder, no decision-making system or structure is believed to be required. As it grows, the Firm intends to have an inclusive decision-making process that includes all the Firm's shareholders, employees, and clients.

2. Human Rights

The Standard provides, "An organization has the responsibility to respect human rights, including within its sphere of influence."¹⁵ Foremost, an organization must avoid passively accepting or actively participating in the infringement of rights.¹⁶ To the knowledge of the Firm, the Firm has not passively accepted or actively participated in the infringement of rights. The Firm intends to begin to address this core subject during fiscal year 2024 by developing a human rights policy that gives meaningful guidance to its stakeholders.

3. Labor Practices

The Standard provides, "The creation of jobs, as well as wages and other compensation paid for work performed, are among an organization's most important economic and social contributions."¹⁷ The Firm was founded upon the principle that a lawyer's compensation is most fairly determined by an objective, formula-based model, which is based upon the revenue generated by that lawyer. Whereas many law firms have compensation committees that make subjective determinations regarding promotions, equity stakes, and wages, the Firm believes those practices greatly hinder job satisfaction and quality of life and, most importantly, lead to inequities. Additionally, the Firm was founded on principles and a compensation structure that allow flexible and part-time work. Fully operational in cloud-based services, Firm systems enable work to be performed from almost anywhere.

4. The Environment

The Standard provides that an organization should act in an environmentally responsible manner, acting to improve its own performance, as well as the performance of others within its sphere of influence.¹⁸ The Firm operates from a LEED certified building, where recycling and composting are taken seriously. The Firm is nearly paperless.

¹⁴ Standard, 6.2.1.2.

¹⁵ Standard, 6.3.1.2.

¹⁶ Standard, 6.3.2.2.

¹⁷ Standard, 6.4.1.2.

¹⁸ Standard, 6.5.2.1.



5. Fair Operating Practices

"Fair operating practices concern ethical conduct in an organization's dealings with other organizations."¹⁹ One of the issues the Standard outlines in this core subject is promoting social responsibility in the value chain. This includes actively participate in raising the awareness of organizations with which it has relationships about principles and issues of social responsibility. The Firm makes its vendors aware of its core values and informs its purchasing decisions, in part, by the extent to which those vendors that align with its core values of growth, respect, illumination, and truth, these four values together forming an acronym, grit, that is its fifth core value.

6. Consumer Issues

The Standard provides that organizations have responsibilities to consumers of their goods and services. In relevant part, those include providing education and accurate information, using fair, transparent, and helpful marketing information and contractual processes, and designing services that provide access to all.²⁰ As a law firm, the Firm complies with the professional rules of conduct for lawyers that concern advertising. However, the Firm goes beyond those rules with its core value of truth, which the Firm defines as acting with integrity.

7. Community Involvement and Development

The Standard provides that "Organizations that engage in a respectful manner with the community and its institutions reflect and reinforce democratic and civic values."²¹ A related action in this core subject is encouraging and supporting people to be volunteers for community service. The Firm's employee volunteered over 100 hours during 2023 in the service of small non-profit organizations in Rhode Island, including pro bono legal services.

¹⁹ Standard, 6.6.1.1.

²⁰ Standard, 6.7.1.1.

²¹ Standard, 6.8.1



ANNUAL REPORT

The annual report required by the Act has been attached to this report.

