

# B Corp Certification - Disclosu

COMPANY:

UPDATED AS OF:

DISCLOSURE QUESTIONNAIRE CATEGORY
ISSUE DATE
TOPIC
SUMMARY OF ISSUE
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)
IMPACT ON STAKEHOLDER(S)
IMPLEMENTED MGT PRACTICES
MANAGEMENT COMMENTS
RELATED INCIDENTS (YES/NO)

## re Questionnaire Documentation

CorePhysio

11/28/2022

Temporary furlough of >20% of workforce at the beginning of the Covid 19 pandemic. All company transparency, input and agreement on the decision to pause care was secured. The pause in care, although not required as an essential business, enabled remaining staff to design of telehealth based care, create a WA State and OSHA compliant Employee and Client Safety Manual and Training Program, and secure cleaning and PPE supplies to support a compliant return to care during the global Covid-19 pandemic.

March, 2020

Temporary staff furlough due to Covid-19

CorePhysio furloughed 19 staff in the face of over 80% client cancellations in March 2020. The company was not able to operate our business without client care funding revenue and providing work for our clinical and business team members. Furthermore, parents of school-aged children were unclear how to proceed with work when schools were closed. All employees were informed of , and had the opportunity to contribute their input into the decision. At the time of furlough, all employees were informed on how to proceed with WA State temporary furlough-based unemployment giving the pandemic. Benefits continued to be covered for benefit eligible employees and all staff who wished to return to employment at CorePhysio returned by June 2020.

19 employees were temporarily furloughed, representing 80% of the company's employees at that time.

Primary impact was pause of employment for affected employees and leadership aligned them with state financial resources, ongoing access to their healthcare, and flexible spending account benefits, weekly check ins regarding their readiness/interest to return to work as well as all company updates.

CorePhysion provided weekly updates to employees throughout the pandemic to maintain transparency, to connect employees to resources. After 6 - 8 weeks, the company rehired employees who wished to return and hired 5 additional workers after company was able to restore client care opportunities as their source of revenue.

**CorePhysio has no history of laying off any staff during our entire 19 year history as a company.**

No