



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



DISCLOSURE QUESTIONNAIRE

Company Name: Experience Momentum
Date Submitted: 12/08/2022

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration		✓
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems	✓	
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other	✓	



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Experience Momentum

UPDATED AS OF:

12/08/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Significant layoffs of >20% of workforce
ISSUE DATE	March 2020
TOPIC	"Significant layoffs due to economic impact on company during Covid-19 pandemic."
SUMMARY OF ISSUE	Due to restrictions during Covid-19, the company had to close their facilities and reduce the number of employees working at one time, reducing their services and leading to a layoff of 59 employees.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Over the last 5 years Experience Momentum has only experienced one round of lay-offs in March 2022. 59 employees were laid off, representing 66% of the company's employees at that time.
IMPACT ON STAKEHOLDER(S)	Primary impact was loss of employment for affected employees.
IMPLEMENTED MGT PRACTICES	The company provided reference letters for those looking for work and offered COBRA coverage
MANAGEMENT COMMENTS	Remote work was implemented
RELATED INCIDENTS (YES/ NO)	Only 1 round of layoffs in total over the last 5 years.



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Experience Momentum

UPDATED AS OF:

12/08/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Facilities located in sensitive ecosystems
TOPIC	Company has operations in two regions considered Indigenous lands
SUMMARY OF ISSUE	<p>"The company has facilities located in Lynnwood (Washington), which is considered an Indigenous land, the traditional territory of Coast Salish and the Snohomish Ancestral People as well as in Fremont (California), also an Indigenous land, the traditional territory of Coast Salish, the Duwamish, the Snohomish Ancestral People.</p> <p>The company is located in one of the two ecoregions with the greatest amount of conversion of land, the Puget Trough with 50% or greater conversion. The concerns include the following:</p> <ul style="list-style-type: none"> • Marine, estuarine, and nearshore ecosystems, particularly within Puget Sound, have been converted, modified, and contaminated. • Riparian and freshwater aquatic ecosystems have been eliminated or degraded by construction of dams, dikes, and drainage ditches and by land use practices such as livestock grazing, timber harvest, and mining. • Forested ecosystems have been converted and altered by management practices and fire suppression. • Shrub-steppe and grassland ecosystems have been converted to agriculture. <p>Experience Momentum provides health-related services such as Physical Therapy, Massage, Nutrition, and Fitness."</p>
"SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)"	100% of the company's operations happen in these sensitive ecosystems.
IMPACT ON STAKEHOLDER(S)	The facilities are located in sensitive ecosystems which could potentially impact the flora, fauna, and quality of the ecosystem (e.g. noise & light pollution from the facilities, spills, air / soil / water pollution owing to the company's operations). Also, there is a risk of negatively impacting the local indigenous community.
IMPLEMENTED MGT PRACTICES	<p>"- Recycling and composting in both locations, investing in more sustainable alternatives to waste management,</p> <ul style="list-style-type: none"> - All products used by the company are analyzed for environmental, ethical, sustainable business practices, ingredients, and supply chains, - All products that can be ordered in reduced packaging, biodegradable packaging, or bulk packaging are ordered in that way, - The company has guidance to prioritize buying from B Corps and 1% For the Planet options, - The company uses solar energy to minimize its carbon footprint, - Experience Momentum has good water management practices such as the use of rainwater, low-flow toilets, and sprinklers in gardens that require watering, - The landscaping is done with native plants and those require low maintenance and water usage. <p>The company also invests in pollinator-supportive plants to support Bee and Bat populations."</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Facilities located in sensitive ecosystems
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REPORT	"Statistics reported by Washington's Biodiversity Council https://rco.wa.gov/wp-content/uploads/2019/07/BiodiversityStatusThreats.pdf Experience Momentum Practises https://drive.google.com/file/d/1diCVOOFdEUV6xINjxMWybvqDMkliAudQ/view?usp=sharing "