



The Oregon Clinic 2021 Benefit Company Report

Public Benefit Description

As a healthcare provider, our purpose is to take care of the well-being of our community, patients and staff. With the ongoing pandemic, 2021 continued to be a difficult year for everyone, particularly for people working in healthcare.

During the grueling Delta and Omicron surges, our Pulmonologists showed immense strength and resilience to provide the best care possible for COVID patients in the ICU. Meanwhile, our front-line staff and providers continued to risk their own lives and safety to care for our patients. While the vaccine mandate, extra masking, physical distancing and testing precautions we put in place made their work even harder, these precautions helped us to ensure the safety of our patients and staff so we could continue to provide critical healthcare delivery throughout the surges.

To support our staff during these difficult surges, we funded and launched our Employee Financial Assistance Fund, a resource for our staff members in financial need to get monetary support as well as financial coaching. Our Board of Directors funded this program and, as we saw more need than expected due to COVID-related staff leaves, we hosted a holiday donation drive to invite our physicians and staff to donate to the fund to help their co-workers. Both the program and the opportunity to help one another was well received across the organization.

Even with the pressures of the pandemic, The Oregon Clinic maintained its commitment to provide care for all patients. We continued to provide highest quality care to our low-income and under-insured patients through significant charity write offs as well as participation with Project Access Now, a local non-profit organization that facilitates healthcare for patients in need.

While the pandemic prevented us from organizing many in-person volunteer opportunities this year, we continued our partnership with two local non-profits: Central City Concern and Virginia Garcia Memorial Health Center. Along with financial donations and sponsorship of Central City Concern, we hosted a hygiene supply kit drive with our staff that yielded a huge volume of supplies for their clients. In addition to financial donations and sponsorship of Virginia Garcia, we opened up volunteer opportunities to our staff to assist with their vaccination events.

In the year following George Floyd's murder, The Oregon Clinic expanded on our commitment to advancing an equitable environment for our patients and employees, and to improving health outcomes for our patients. Our Board of Directors launched a Diversity, Equity and Inclusion (DE&I) Committee to enact change based on our long-term commitment to the wellbeing of our community and supporting equality, equity and human rights. This committee guides and implements DE&I initiatives across The Oregon Clinic, including:



- Developing pathways for more diversity in our leadership.
- Education, training and engagement to ensure all patients and staff are welcome and feel they belong at The Oregon Clinic.
- Working toward equitable health outcomes at The Oregon Clinic and in our region.

In 2021, our Board voted to honor Martin Luther King, Jr Day as a paid holiday for all staff moving forward. In support of this decision, our Benefit Company Committee organized an optional, COVID-friendly service activity—60 of our staff members and their families chose to spend MLK Day volunteering at a cleanup event with SOLVE Oregon, a local nonprofit dedicated to the wellbeing of Portland. Our commitment to diversity, equity and inclusion will continue in 2022 and in the years to come.

Extenuating Circumstance

The Oregon Clinic has been successful in its pursuit of providing public benefit in 2021 and will continue to build on this success.

Process for Selecting a Third Party

After extensive research of appropriate third-party assessment tools, The Oregon Clinic chose the B-lab assessment because it is considered a gold standard in benefit reporting. It also allows for some flexibility to meet the specifics of the healthcare field. Many of the alternative third-party tools were focused on other industries or did not seem appropriately robust. The B-labs tool is also specifically designed to meet the needs of state benefit company reporting.

Explanation For Change in Third Party

We have not changed our third-party standard.

Connection Between Organization and Standards Body

The Oregon Clinic's staff, directors, shareholders or directors do not have any known connection to B-lab.

Third Party Standard Used

In this benefit report, the assessment of the overall social and environmental performance of the benefit corporation against third-party standard was applied consistently with our prior reports.

Statement From Benefit Director

As The Oregon Clinic's Benefit Company Governor, I am a member of Board of Directors and participate in making decisions for the wellbeing of our patients, staff, and our organization. I was pleased to have the opportunity to vote in favor of Martin Luther King, Jr becoming a paid holiday at The Oregon Clinic. While we know closing our clinics an additional day of the year can impact patient access to care, it is important to our shareholder physicians to publicly honor the struggles and sacrifices of America's civil rights movement and its most prominent leader.



This COVID year made it difficult to engage staff in volunteering and drives. While we continued to do some of that work, this was a year for us to focus on supporting our staff. We maximized staff safety through access to vaccination, testing and a safe work environment; invested in timely communication; and launched our Employee Financial Assistance Fund program to help staff through these tough times.