

## Employee-Supervisor Fit and Core Values in Physical Therapy Private Practice: A Mixed Methods Case Study.

I want to thank the reviewers for their detailed and helpful critiques. The changes to the paper have improved the logic and flow, and have added to the commitment to AMA formatting. Usually, I write in APT format, so I have had to dig deeper to meet the requirements for AMA; I hope I have fulfilled this request.

1. I have added a context to business literature, specifically on values such as social responsibility and its context in small firms in contrast to large and medium-sized businesses. In the smaller firms, values such as social responsibility, altruism, and compassion are the contextual manners in which social responsibility is fulfilled in a more laissez-faire intimate setting with fewer than 50 employees.
2. References have been added to support comments and flows of logic, pulling from PT as well as small to medium-sized enterprise social responsibility and ethics research.
3. I have addressed the weakness of the sample of 18 as well as other elements of the research that limits the generalizability of the study.
4. I have summarized the paper as a case study of the RAVCA business unit. The only factor that I see as generalizable to other private outpatient clinics ~ is that the survey tool may be valuable in identifying these behaviors in the business culture of other clinical enterprises.
5. The the future research is indicated in the final paragraph. There is currently a research project in process with a larger sample pool across the state of Virginia.
6. I have adjusted for AMA compliance in all areas and hope that my effort has been successful. If there continues to be any errors please bring these to my attention immediately, but I am oping you will find none.

Thank you for your attention to my research and sharing my passion for research.

Best, Dr. Debra Ann Beazley, PT, MBA, PhD