

B Corp Certification - Disclosure Questionnaire Documentation		
PROVIDED BY:	Behavioral Health Center of Excellence	
UPDATED AS OF:	06/07/2022	
DISCLOSURE QUESTIONNAIRE CATEGORY [1]	Significant layoffs of >20% of workforce	
ISSUE DATE [2]	March 2020	
TOPIC [3]	Significant layoffs due to COVID-19 pandemic	
SUMMARY OF ISSUE [4]	Company identified that due to the COVID pandemic, revenue inflow decreased. This situation affected the company's ability pay their employees for the next months, which led them to layoff part of their workforce.	
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected) [5]	60% of the company's workforce, representing 6 employees, was laid off. The remaining 40%, representing 4 employees, had their salaries reduced.	
IMPACT ON STAKEHOLDER(S) [6]	Primary impact was loss of employment for affected employees.	
IMPLEMENTED MGT PRACTICES [7]	Behavioral Health Center of Excellence continued to pay for healthcare for all employees. The company also attempted to replace their laidoff employees in other organizations. The layoff lasted 60 days, and 4 employees were re-hired. The company was able to back-pay them for the 60-days of work that was missed. Company also back-paid all employees with reduced salaries to their original amount.	
REPORT [8]	<i>[optional]</i>	
OTHER MANAGEMENT COMMENTS [9]	<i>[optional]</i>	
RELATED INCIDENTS (YES/NO) [10]	No	

- [1] Summary of Disclosure Questionnaire item/category (e.g., Material Product Recall, Financial Reporting, Labor Issue, etc.)
- [2] Date (or date range) to indicate time period of the reviewed issue.
- [3] High level summary of the issue (e.g., Voluntary Product Recall)
- [4] Facts-based, informative summary of the essential details about the issue requiring disclosure.
- [5] Information about the scale/scope of the issue. (e.g., \$ amount of the fine assessed; gallons/litres of liquid leaked to environment)
- [6] Summarize impact on affected stakeholders
- [7] Description of management practices, internal controls, or other steps implemented to avoid future occurrences.
- [8] Link to any external reports, press releases, supplementary documents pertaining to the reviewed issue.
- [9] Any management commentary/context to provide perspective on the issue or incident (e.g. compared to industry standards, norms or best practices).
- [10] List any other related issues or incidents to this disclosure item (e.g., any other material recalls, or litigation about labor standards?)