Creative Alignments, LLC

Disclosure Report

Date Submitted: September 10th, 2025

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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

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

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☑
Biodiversity Impacts	☐	☑
Chemicals	☐	☑
Disclosure Alcohol	☐	☑
Disclosure Firearms Weapons	☐	☑
Disclosure Mining	☐	☑
Disclosure Pornography	☐	☑
Disclosure Tobacco	☐	☑
Energy and Emissions Intensive Industries	☐	☑
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	☐	☑

Outcomes & Penalties

	Yes	No
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 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

	Yes	No
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 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	☐	☑

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	☐	☑

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant layoffs of >20% of workforce

Issue Date	June-November 2020 (COVID related) and September 2023
Topic	Significant layoffs due to COVID and in 2023 due to losing so much money that the company's survival was at risk, so we had to lay off about half the team to stay afloat.
Summary of Issue	- Please provide, in as much detail as possible, a summary of the layoff(s) experienced in the last five years and their root cause: *When Covid hit, all of our business went away but we immediately got our PPP money and kept our team employed with other projects to be stronger when the crisis was over. However, hiring in the market was slow to re-start so we ultimately had to do a round of layoffs in 2020 for the health of the business long term.* *Then, when hiring started up again, it skyrocketed. We hired people in 2021 to keep up with demand. We knew this trend would flatten out but did not think that it would begin to drop precipitously again, which it did starting in 2023. When our work dried up, we kept our team intact for a long time, believing that it would turn around but in mid - late 2023 we were bleeding so much money that it threatened the existence of our company. To keep the company running and at least half of our team employed, we had no choice but to layoff about half our team.*
Size/Scope of Issue (e.g. $ financial implication, # of individuals affected)	**15** employees were laid off, representing **50%** of the company's employees at that time.
Impact on Stakeholder(s)	Primary impact was loss of employment for affected employees.The employees were furloughed and they were allowed to collect unemployment. We continued to pay for their healthcare during this time. We helped them find other jobs by providing referrals, recommendations and connections. We were fully transparent leading up to the layoffs so that the impacted employees could look for other jobs as needed.
Implemented Management Practices	- Did the company provide any benefits or resources to affected employees in order to minimize potentially negative impacts? Please explain.

	The employees were furloughed and they were allowed to collect unemployment. We continued to pay for their healthcare during this time. We helped them find other jobs by providing referrals, recommendations and connections. We were fully transparent leading up to the layoffs so that the impacted employees could look for other jobs as needed.
Other Management Comments	https://www.creativealignments.com/next-placement/ Do right by your people in the hardest times, and you'll emerge as a leader. We help you make difficult workforce decisions, stay in compliance, and mentor your outgoing employees through change to find what's next.
Related Incidents (Yes/No)	- How many rounds of layoffs occurred in the last 5 years? *Two : June-November 2020 and September 2023.*