

Annual Activity & Impact Report – Protected Unit

Brainspotting SRL

DIVIZIA BRAINSPOTTING UPA

Services • Inclusion • Neurodiversity
• Meaningful Contribution

Inclusion embedded in daily business activity

OUR PROTECTED UNIT IN PRACTICE

Beyond Formal Compliance

The Brainspotting UPA Division operates as an Authorized Protected Unit within SC Brainspotting SRL, integrating people with disabilities directly into the core services we provide. Our protected unit is not isolated from business operations. Instead, it is embedded in how we deliver recruitment, HR support, research, and awareness initiatives.

People contributing to real, market-facing work

**CORE SERVICES DELIVERED WITH
PROTECTED UNIT INVOLVEMENT**

Recruitment & Talent Research

Members of the protected unit actively support recruitment and talent research activities. They contribute to candidate sourcing, role research, market mapping, data structuring, and internal documentation. Their analytical skills, attention to detail, and structured thinking directly support the quality and consistency of our recruitment services.

HR & Recruitment Support Services

Protected unit employees are involved in preparing recruitment materials, structuring job information, supporting interview logistics, and improving internal recruitment processes. Their contribution strengthens operational delivery while ensuring accessibility and clarity.

Research, Documentation & Knowledge Building

The protected unit team contributes to research, content structuring, and documentation used in client projects and internal methodologies. This includes materials related to inclusive hiring, neurodiversity, and workplace adaptation, ensuring that our services are grounded in real-world understanding and lived experience.

Extending our work beyond service delivery

AWARENESS & INCLUSION INITIATIVES

Neurodiversity at the Workplace – A Brainspotting Led Initiative

In addition to client services, Brainspotting designed, organized, and hosted the webinar “Neurodiversity at the Workplace” as a natural extension of our recruitment and HR expertise. The initiative was coordinated by our team, with active involvement from colleagues within the protected unit.

Why This Initiative Matters

The webinar addressed common barriers faced by neurodivergent professionals in hiring and employment. Drawing from our daily recruitment work, we created a space for open, practical conversations about autism, ADHD, dyslexia, and cognitive diversity, focusing on performance, contribution, and inclusion.

How daily work creates broader change

FROM SERVICES TO SYSTEMIC IMPACT

Culture Add & Inclusive Recruitment

Through both our services and awareness initiatives, we promote a shift from traditional 'culture fit' approaches toward 'culture add'. We support organizations in recognizing cognitive diversity as a source of innovation and adaptability, not as a deviation from norms.

Inclusive Practices in Action

The practices we promote publicly are reflected internally: structured communication, predictable processes, flexible formats, and skill-focused evaluation. This alignment between internal practice and external services reinforces the credibility of our protected unit.

Sustainable growth with people at the center

LOOKING AHEAD



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D.C. – The Empathetic Overachiever-in-Training

Master's student in *Probation, Mediation & Social Support*, Diana brings a mix of caffeinated efficiency (thanks to her barista years) and a heart for social justice. From crafting perfect lattes to navigating complex social systems, she's that rare Gen Z combo of *Excel meets empathy*. Organized, flexible, and always ready to say "yes" to a challenge (and a new Google Sheet).

Dr. M. T. – The Inclusion Architect

With a PhD in Social Sciences and real-life experience navigating the world as a blind professional, Mihai doesn't just talk about inclusion – he *embodies* it. Former head of the National Authority for Persons with Disabilities, he's worked across government, academia, and civil society to turn good intentions into actual systems. Known for mixing vision with grounded action, Mihai is the kind of thought leader who brings both data and dignity to the table.



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S.J. – The Data Guy with a Sixth Sense for Recruitment

Sorin doesn't just manage data - he tames it. With years of experience in database management, digital tools, and online systems, he's the kind of person who spots a missing data point like most of us spot a spelling mistake. With a flair for structured thinking and a background that blends admin precision with digital curiosity, he's your go-to when hiring needs to run like clockwork - backed by logic, not luck. Also: has been known to out-strategize people at chess and recruitment dashboards alike.

T. D. – The Precision Mind Behind the Process

Teodora brings a rare kind of clarity to everything she touches. Exceptionally attentive, highly analytical, and deeply observant, she has an almost radar-like ability to notice patterns, inconsistencies, and details others might miss. Known for her reliability and sharp analytical thinking, Teodora turns complexity into order and insight into action—making her an essential force wherever precision and depth are needed.

Next Steps

We will continue to expand the involvement of the protected unit team across recruitment services, research, and awareness initiatives. Our focus remains on creating long-term, meaningful employment while contributing to more inclusive workplaces for our clients and partners.

RAPORT DE ACTIVITATE
pentru anul 2025
Unitatea protejată autorizată
DIVIZIA BRAINSPOTTING UPA

În conformitate cu prevederile art. 82 [alin. \(2\)](#) din Legea nr. 448/2006 privind protecția și promovarea drepturilor persoanelor cu handicap, republicată, cu modificările și completările ulterioare, vă transmitem raportul de activitate al unității protejate autorizate.

1. Structura Divizia Brainspotting UPA din cadrul organizației SC Brainspotting SRL, cu sediul în București, str. Pitar Mos, nr. 6, camera 1, biroul 1, et. 4, sectorul 1, a fost autorizată să funcționeze ca unitate protejată, având Autorizația nr. 482. din data de 14.02.2025.

2. Domeniile autorizate în care au lucrat pe parcursul anului persoanele cu handicap/invalide gradul III și activitatea prestată:

Nr. crt.	Domeniile autorizate în care au lucrat pe parcursul anului persoanele cu handicap/invalide gradul III	Descrierea activității prestate de către persoanele cu handicap/invalide gradul III
1.	Activitati de studiere a pietei si de sondare a opiniei publice	Au desfasurat activitati de studiere si analiza a pietei muncii, participand la colectarea, prelucrarea si interpretarea datelor necesare realizarii studiilor de piata. Acestia au fost implicati in contactarea respondentilor si a potentialilor clienti prin mesaje scrise si alte canale de comunicare, in vederea colectarii informatiilor relevante privind comportamentul angajatilor, tendintele pietei si nevoile clientilor. De asemenea, au contribuit la centralizarea si analiza datelor obtinute, la elaborarea de rapoarte saptamanale si lunare, precum si la formularea de recomandari bazate pe cercetarile realizate. Activitatea a inclus si sustinerea proceselor comerciale prin actualizarea bazelor de date, urmarirea raspunsurilor si mentinerea relatiilor profesionale cu organizatii si clienti.
2.	Activitati ale agentilor de plasare a fortei de munca	Au fost implicate in procesele de recrutare si selectie de personal. Acestia au realizat identificarea si contactarea candidatilor din baza de date interna, promovarea rolurilor disponibile prin canale de comunicare dedicate si programarea interviurilor. De asemenea, au participat la organizarea si sustinerea interviurilor, precum si la informarea candidatilor cu privire la statusul acestora si feedback-ul primit. Activitatea a inclus mentinerea si

		actualizarea bazelor de date, comunicarea constanta cu clientii pe parcursul proceselor de recrutare, participarea la evenimente de recrutare si intocmirea de raportari, inclusiv rapoarte saptamanale si lunare pentru clienti.
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3. În anul 2025, personalul angajat în cadrul unității protejate autorizate, pe fiecare lună în parte, a fost următorul:

Luna	01	02	03	04	05	06	07	08	09	10	11	12
Total angajați	-	5	5	5	5	5	5	5	5	5	5	5
Număr persoane cu handicap/invalide gradul III	-	3	3	3	3	3	3	3	3	3	3	3
Procent cumulată număr persoane cu handicap/invalide gradul III (%)	-	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
Timpul de lucru al tuturor angajaților (nr. total de ore)	-	634	656	628	660	562	628	554	674	736	628	544
Timpul de lucru al persoanelor cu handicap/invalide gradul III (nr. total de ore)	-	314	336	308	324	314	284	290	346	368	308	248
Procent cumulată timp de lucru al persoanelor cu handicap/invalide gradul III din timpul de lucru cumulată al tuturor angajaților	-	49,53%	51,22%	49,04%	49,09%	55,87%	45,22%	52,35%	51,34%	50,00%	49,04%	45,59%

4. Pentru situația din luna decembrie 2025 anexăm, în copie, certificate conform cu originalul, rapoartele per salariat (extrase din REVISAL sau REGES) ale persoanelor cu handicap/invalide gradul III.

5. Numărul de contracte rezervate încheiate în baza Legii [nr. 98/2016](#) privind achizițiile publice, cu modificările și completările ulterioare, - și valoarea totală a acestora, fără TVA -

6. Numărul de contracte încheiate în sensul prevederilor art. 78 alin. (3) [lit. b\)](#) din Legea nr. 448/2006 privind protecția și promovarea drepturilor persoanelor cu handicap, republicată, cu modificările și completările ulterioare, 17 și valoarea totală a acestora, fără TVA 346,592.68 lei

7. Cifra de afaceri, fără TVA, aferentă doar în situația existenței acordurilor de parteneriat și a contractelor comerciale încheiate în baza Legii [nr. 448/2006](#), republicată, cu modificările și completările ulterioare, 346,592.68 lei

Raportul anual de activitate al unității protejate autorizate Structura Divizia Brainspotting UPA din cadrul organizației SC Brainspotting SRL este publicat pe site-ul propriu, la adresa <https://brainspotting.ro/>.

Data 30.01.2026

Semnătura

SEMNATURA
ANEI ELECTRONICĂ
TREBUIE ACOPERITĂ
PENTRU CA GDPR