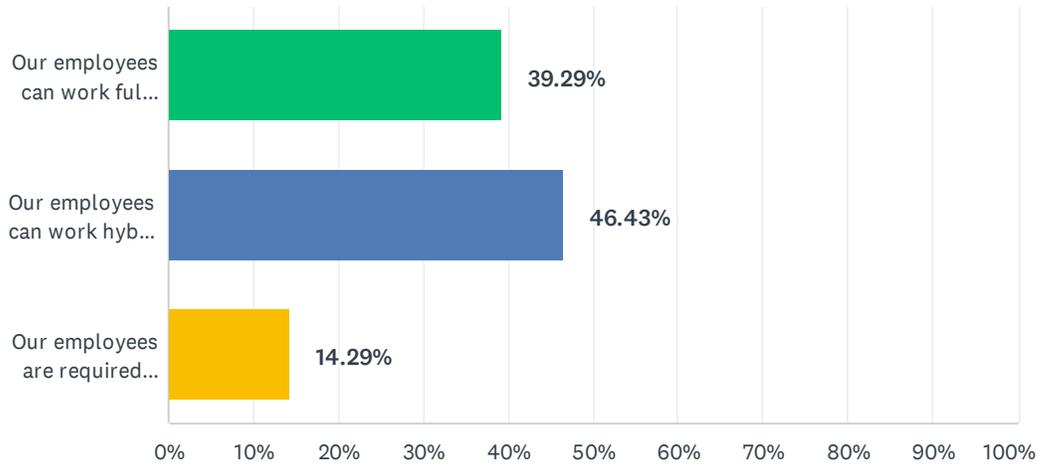
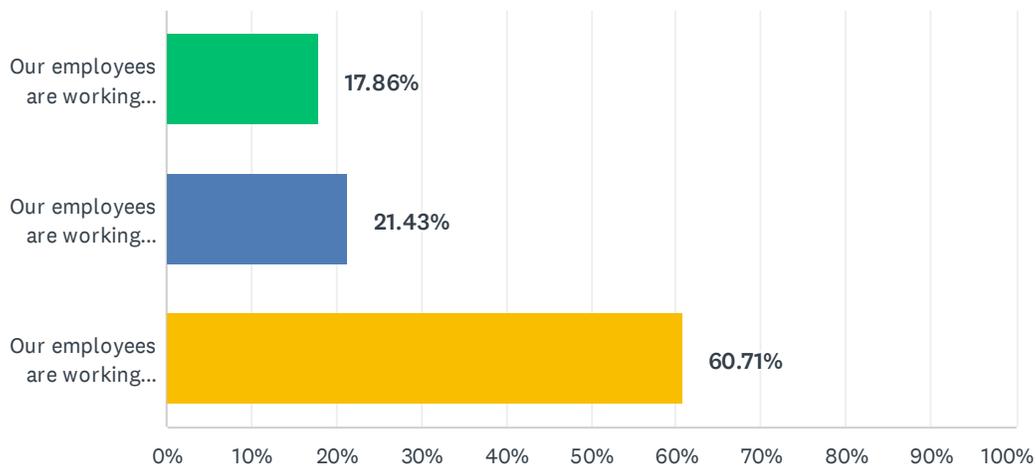


Q1 Describe your current practices for employees, with remote-capable jobs, to work-from-home (WFH).



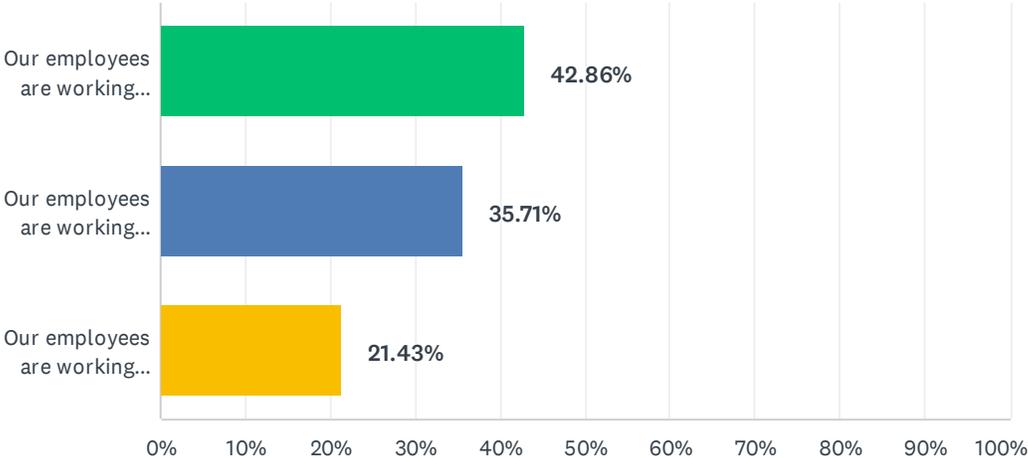
ANSWER CHOICES	RESPONSES
Our employees can work fully remote (at least 95% of the time)	39.29%
Our employees can work hybrid with some days in-person and some days remote	46.43%
Our employees are required to work in-person (at least 95% of the time)	14.29%

Q2 How do your current WFH practices compare to pre-pandemic 2019 for employees with remote-capable jobs?



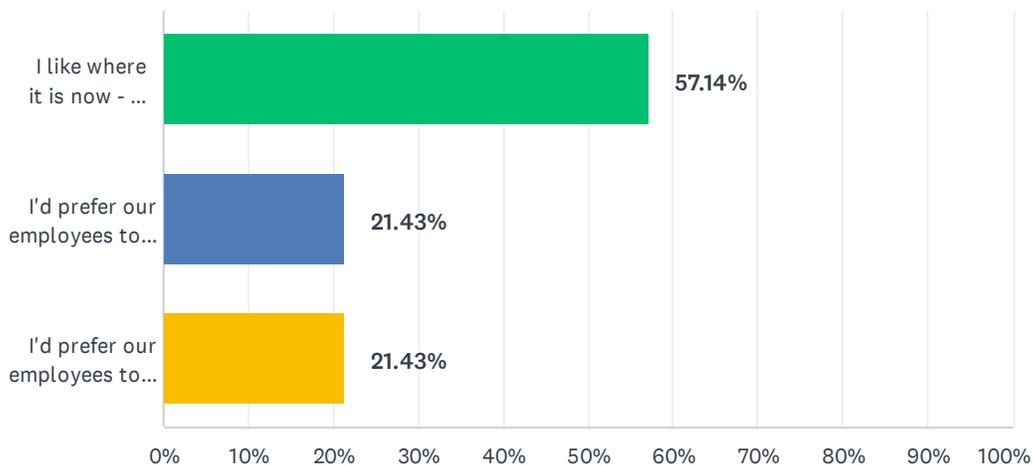
ANSWER CHOICES	RESPONSES
Our employees are working from home about the same percentage of the time	17.86%
Our employees are working from home less now	21.43%
Our employees are working from home more now	60.71%

Q3 How do your current WFH practices compare to 2021 for employees with remote-capable jobs?



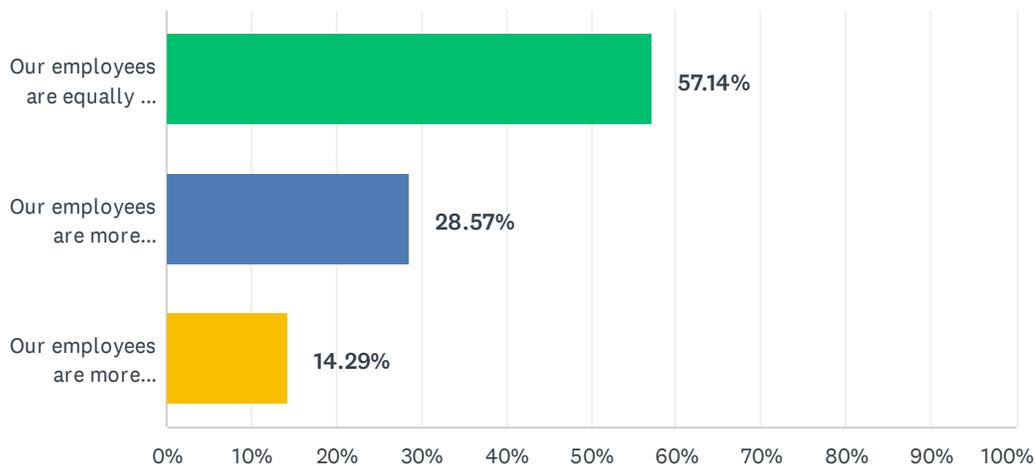
ANSWER CHOICES	RESPONSES
Our employees are working from home about the same percentage of the time	42.86%
Our employees are working from home less now	35.71%
Our employees are working from home more now	21.43%

Q4 Where would you like to see your company's WFH practices in the future?



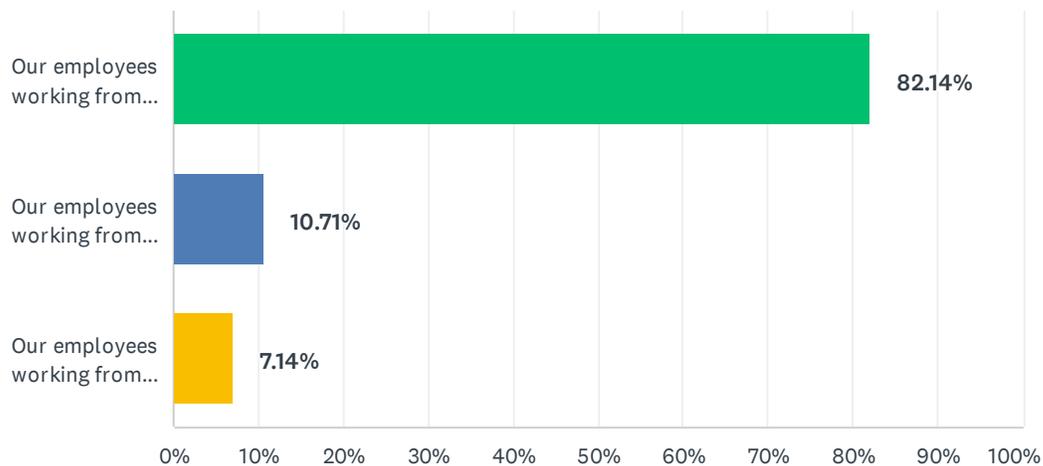
ANSWER CHOICES	RESPONSES
I like where it is now - no changes	57.14%
I'd prefer our employees to work more in-person	21.43%
I'd prefer our employees to work more remote	21.43%

Q5 Describe the effect that employees working from home has had on your company's productivity.



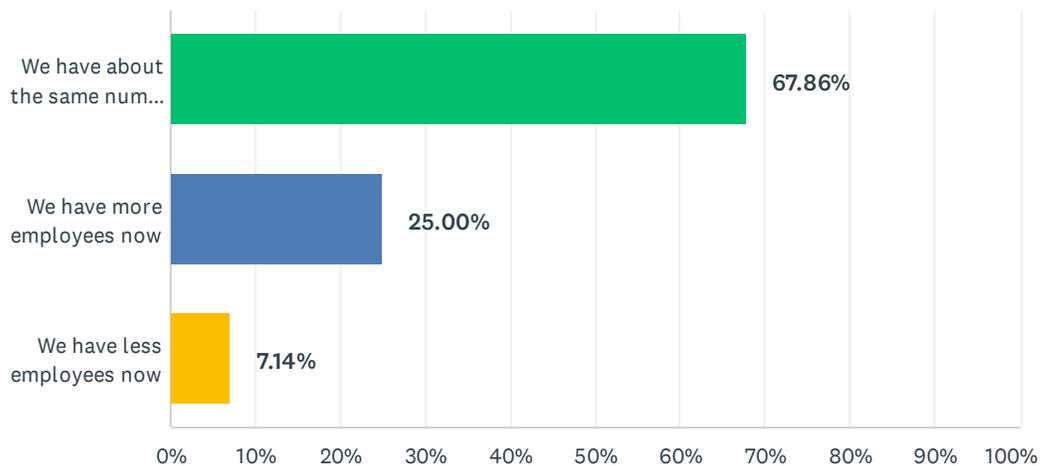
ANSWER CHOICES	RESPONSES
Our employees are equally as productive working from home and in-person	57.14%
Our employees are more productive working in-person	28.57%
Our employees are more productive working remote	14.29%

Q6 Describe the effect that employees working from home has had on your company's profitability.



ANSWER CHOICES	RESPONSES
Our employees working from home hasn't had an effect on our profitability	82.14%
Our employees working from home has made us more profitable	10.71%
Our employees working from home has made us less profitable	7.14%

Q7 How does the current size of your workforce (total # of employees regardless of the person's WFH status) compare to pre-pandemic 2019?



ANSWER CHOICES	RESPONSES
We have about the same number of employees	67.86%
We have more employees now	25.00%
We have less employees now	7.14%