1. How many employees do you have in your office or that you are responsible for in multiple Missouri-based offices?

- 70
- 32
- 35 People - 1 Location
- 10
- 41
- 130
- 20
- 75
- 30
- 85
- 9
- 50
- 8
- 50

2. Since March 1, which of the following, if any, has your company implemented regarding its leave policy? (Select All That Apply)

- [ ] Emergency paid leave for those who become sick, must self-quarantine, or care for others
- [ ] Emergency unpaid leave for those who become sick, must self-quarantine, or care for others
- [ ] Encouraging employees to donate their paid leave to others who need it
- [ ] Increased the number of paid leave hours to each employee
- [ ] Increased the number of unpaid leave hours to each employee
- [ ] Allow employees to borrow from future leave / go negative on their leave balance
- [ ] We already have an unrestricted leave policy
- [ ] None of the above / No changes
- [ ] Other:
  - Emergency paid leave is Families First only.
  - Extended accrual cap for vacation.
  - We already allow employees to go 40 hours negative on PTO, we've increased to 80.
3. In which of the following ways, if any, are you working with your client counterparts to ensure projects can be executed and work can continue? *(Select All That Apply)*

- 19. Continuing onsite engagement (as permitted within travel policies)
- 27. Allowing virtual-work opportunities
- 10. Implementing site restrictions
- 23. Limiting access to offices, project and constructions sites, and group meetings
- 19. Focusing on meeting and project site hygiene
- 27. Ensuring social distancing to reduce risk factors
- 0. None of the above
- 2. Other
  - Driving separate vehicles, unique lodging allowed (air bnb, extended stay).
  - Construction site observations continue. No in-person meetings with clients.

4. Has your company experienced problems with public clients when protective measures may conflict with contract terms?

- 1. Yes
- 20. No
- 7. Not Sure / Doesn't Apply

5. Is your firm experiencing project delays or cancellations as a result of COVID-19?

- 24. Yes
- 3. No
- 0. Not Sure / Doesn't Apply

6. Is your firm experiencing delays in the issuance of RFPs/RFQs or awards as a result of COVID-19?

- 20. Yes
- 6. No
- 2. Not Sure / Doesn't Apply
7. Have you already applied, or do you plan to apply, for the Small Business Administration (SBA) Payroll Protection Program (PPP) authorized by Congress as part of the Coronavirus stimulus plan?

- 16 Yes, we applied and got a PPP loan
- 0 Yes, we applied but we did NOT get a loan
- 2 We plan to apply if there is additional funding for PPP
- 8 No, we do not plan to apply
- 2 We are not sure yet if we will apply

8. Which of the following, if any, are your banks / creditors doing to assist your organization with managing the financial challenges related to COVID-19? (Select All That Apply)

- 1 Offering interest only payments
- 0 Deferring payments
- 1 Increasing the amount of your existing credit line(s)
- 1 Offering new credit lines / loans (not including SBA PPP loans from the stimulus package)
- 11 None of the above
- 14 Don't know
- 2 Other
  - Don't need any of these at this point, so don't know really.
  - We've not needed, beyond PPP.

9. Compared to 30 days ago, how do you feel about each of the following today?

<table>
<thead>
<tr>
<th>Condition</th>
<th>Much Better Today</th>
<th>Better</th>
<th>Somewhat Better</th>
<th>About the Same</th>
<th>Somewhat Worse</th>
<th>Worse</th>
<th>Much Worse Today</th>
<th>Not Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Condition of the U.S economy</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>8</td>
<td>10</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your state's economy</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td>7</td>
<td>13</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your city/county/local economy</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>7</td>
<td>8</td>
<td>9</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your firm's overall finances</td>
<td>0</td>
<td>2</td>
<td>4</td>
<td>15</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your firm's cash flow</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>13</td>
<td>9</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
10. Which of the following actions, if any, has your firm taken since March 1, 2020? (Select All That Apply)

- 4 Laid-off / furloughed / eliminated staff positions
- 4 Laid-off / furloughed / eliminated contractor / temporary positions
- 1 Laid-off / furloughed / eliminated contractor / temporary positions
- 11 Implemented a hiring freeze
- 3 Reduced staff salaries/pay
- 3 Frozen salary / pay increases
- 4 Suspended or eliminated bonuses/incentives
- 2 Suspended or eliminated retirement benefit contributions (401k, pension, etc.)
- 12 Frozen non-essential purchases
- 3 Reduced employees’ / contractors’ hours worked to save on payroll
- 7 None of the above
- 1 Does not apply
- 4 Other
  - Increased staff.
  - Selective hour reductions.
  - PPP Loan provided cash flow for no pay reductions at this time.
  - Encouraged employees to take comp and vacation when work schedules became light.

11. Looking ahead 30 days, how do you think each of the following will be 30 days from now?

<table>
<thead>
<tr>
<th></th>
<th>Much Better</th>
<th>Better</th>
<th>Somewhat Better</th>
<th>About the Same</th>
<th>Somewhat Worse</th>
<th>Worse</th>
<th>Much Worse</th>
<th>Today</th>
<th>Not Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Condition of the U.S economy</td>
<td>0</td>
<td>4</td>
<td>6</td>
<td>5</td>
<td>7</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your firm's overall finances</td>
<td>0</td>
<td>2</td>
<td>7</td>
<td>13</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your firm's cash flow</td>
<td>1</td>
<td>0</td>
<td>6</td>
<td>14</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

12. Which of the following actions, if any, is it likely your firm will take in the next 30 days? (Select All That Apply)

- 1 Lay-off / furlough / eliminate staff positions
- 0 Lay-off / furlough / eliminate contractor / temporary positions
- 6 Implement a hiring freeze
1. Reduce staff salaries / pay
2. Freeze salary / pay increases
3. Suspend or eliminate bonuses / incentives
4. Suspend or eliminate retirement benefit contributions (401k, pension, etc.)
5. Frozen non-essential purchases
6. Reduce employees’ / contractors’ hours worked to save on payroll
7. None of the above
8. Does not apply
9. Other
   • Increased staff.
   • Don’t know.

13. Looking ahead six months, how do you think each of the following will be six months from now?

<table>
<thead>
<tr>
<th></th>
<th>Much Better</th>
<th>Better</th>
<th>Somewhat Better</th>
<th>About the Same</th>
<th>Somewhat Worse</th>
<th>Worse</th>
<th>Much Worse</th>
<th>Not Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Condition of the U.S economy</td>
<td>1</td>
<td>7</td>
<td>9</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your firm's overall finances</td>
<td>1</td>
<td>6</td>
<td>8</td>
<td>5</td>
<td>5</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Condition of your firm's cash flow</td>
<td>1</td>
<td>4</td>
<td>7</td>
<td>8</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

14. If ACEC Missouri does a follow-up survey of your needs and concerns, what question(s) would you like to see on such a survey?

- What have the firms done to accommodate Covid19 changes to our office layout, policies, and interaction with clients, contractors, etc.?
- Directly attributed to COVID-19.
- How many employees has each firm lost?
- How many employees has each firm gained?
- Back to office measures.
- What type of clients/projects are most active? (State, County, Local, Utilities, Developers, Other).
- Will MoDOT projects slow down in the coming months?