

L&A Pulse Survey | COVID-19 Impact

1. Contact Information

First Name

Last Name

Title

Email

2. Organization Information

Legal Name

Ticker (if public)

3. Ownership Structure

- Public
- Private
- Non-Profit

4. Primary Industry

- Building Construction & Real Estate
- Consulting, Business & Community Services
- Energy
- Financial Services
- Life Sciences/Biotech/Pharma/Medical Devices
- Other (please specify)
- Manufacturing
- Retail/E-Commerce/Wholesale/Hospitality
- Technology
- Transportation and Mobility

5. Company Financials - Revenue

2019 Revenue

2020 Revenue (estimate
pre-COVID-19 impact)

2020 Revenue (estimate
post-COVID-19 impact)

6. Company Financials - Assets

2019 Assets

2020 Assets (estimated
pre-COVID-19 impact)

2020 Assets (estimated
post-COVID-19 impact)

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7. When does your company expect business operations to return to normal activity?

- Fiscal Q2 After FY2020
- Fiscal Q3 Don't know
- Fiscal Q4

8. How is your company approaching workforce planning in response to COVID-19?

- Maintaining headcount
- Scaling back hiring plans
- Considering reductions in force
- Considering furloughs
- Other (please specify)

9. If considering reductions in force, please describe by how much as a percentage of total employee population.

10. If considering furloughs, briefly describe the program.

11. What measures have you adopted to ensure the welfare of employees?

- | | |
|---|---|
| <input type="checkbox"/> Work from home policy | <input type="checkbox"/> Increased paid time-off |
| <input type="checkbox"/> Increased sick leave benefit | <input type="checkbox"/> Domestic air travel restrictions |
| <input type="checkbox"/> Increased insurance coverage | <input type="checkbox"/> Meeting avoidance |
| <input type="checkbox"/> Increased time-off | |
| <input type="checkbox"/> Other (please specify) | |

12. Are you adjusting base pay levels?

- Yes
 No
 Don't know

13. If yes, please indicate the percentage change in base pay levels by employee level. Only one field selection may apply to any given employee level.

	Increase by	Decrease by
Executive level	<input type="text"/>	<input type="text"/>
Non-executive level	<input type="text"/>	<input type="text"/>
All employees	<input type="text"/>	<input type="text"/>

14. If merit base pay adjustments are customary in the near-term, how are you handling?

- Continuing as planned
 Continuing as planned, but at lower levels
 Postponing
 Don't know
 Other (please specify)

15. Are you adjusting annual incentive/bonus compensation payout levels?

- No
 Yes, reducing
 Yes, increasing
 Don't know

16. If yes, please indicate the change in annual incentive/bonus level (as a percentage of target). Only one field selection may apply to any given employee level.

	Increase by	Decrease by
Executive level	<input type="text"/>	<input type="text"/>
Non-executive level	<input type="text"/>	<input type="text"/>

17. Are you adjusting the performance metrics of annual incentive/bonus compensation plans?

- Yes
- No
- Postponing decisions on plan designs until later
- Don't know

18. If yes, what adjustments are planned?

- Adding new performance metric
- Lower performance hurdles
- Adding discretionary component
- Other (please specify)

19. Are you taking action on customary long-term incentive practices?

- Yes
- No
- Don't know

20. If yes, what actions are being taken?

- Decreasing grant date fair values
- Using different delivery vehicles
- Using different performance metrics
- Other (please specify)
- Delaying grants until a later date
- Providing off-cycle grants to supplement awards provided prior to COVID-19 impact in March

21. Was your company planning on making a new share plan proposal for 2020?

- Yes
- No
- Not applicable

22. If yes, what adjustments to the share request are being considered?

- Increasing share request
- Maintain share request
- Reducing share request
- Cancelling share request