

Q1 How would you categorize your company?

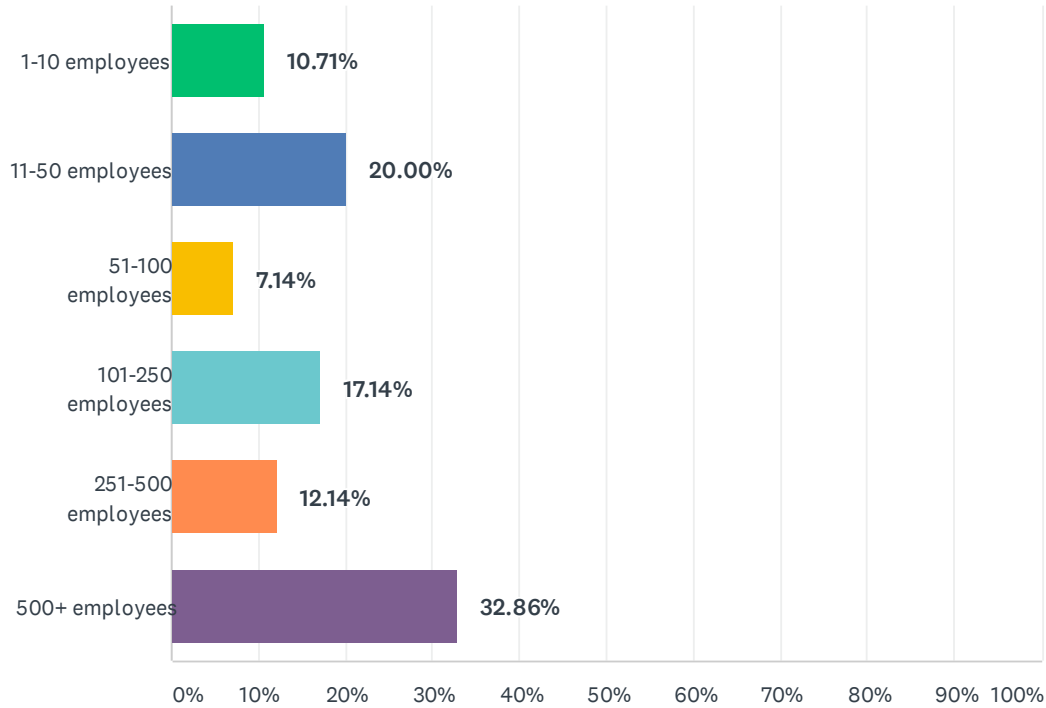
Answered: 140 Skipped: 0

ANSWER CHOICES	RESPONSES	
Professional Services	24.29%	34
Energy (Oil & Gas, upstream, midstream, power, renewables)	16.43%	23
Non-Profit Organization	16.43%	23
Finance, Insurance, Real Estate	15.00%	21
Construction (commercial, industrial)	3.57%	5
Education	3.57%	5
Health Care or Social Services	3.57%	5
Wholesale Trade	3.57%	5
Transportation	2.86%	4
Manufacturing (energy-related)	2.14%	3
Manufacturing (non-energy-related)	2.14%	3
Arts, Entertainment, Recreation	1.43%	2
Construction (residential)	1.43%	2
Personal Services	1.43%	2
Chemicals	0.71%	1
Retail Trade	0.71%	1
Other (please specify)	0.71%	1
Hotels, Lodging	0.00%	0
Restaurant, Bar	0.00%	0
TOTAL		140

#	OTHER (PLEASE SPECIFY)	DATE
1	consortium of businesses in various industries	6/3/2021 2:16 PM

Q2 How large is your workforce in Houston?

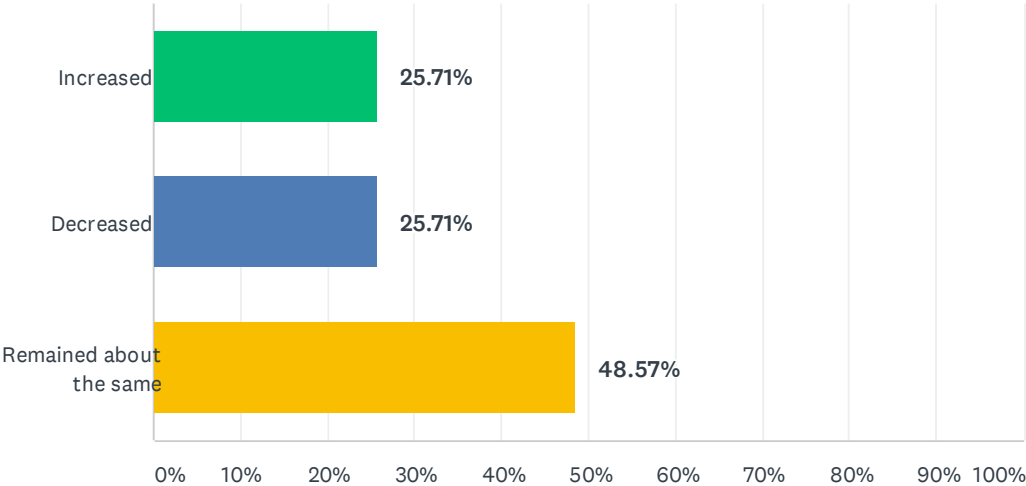
Answered: 140 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-10 employees	10.71%	15
11-50 employees	20.00%	28
51-100 employees	7.14%	10
101-250 employees	17.14%	24
251-500 employees	12.14%	17
500+ employees	32.86%	46
TOTAL		140

Q3 Since March 2020 (beginning of the pandemic), the number of employees at your firm has:

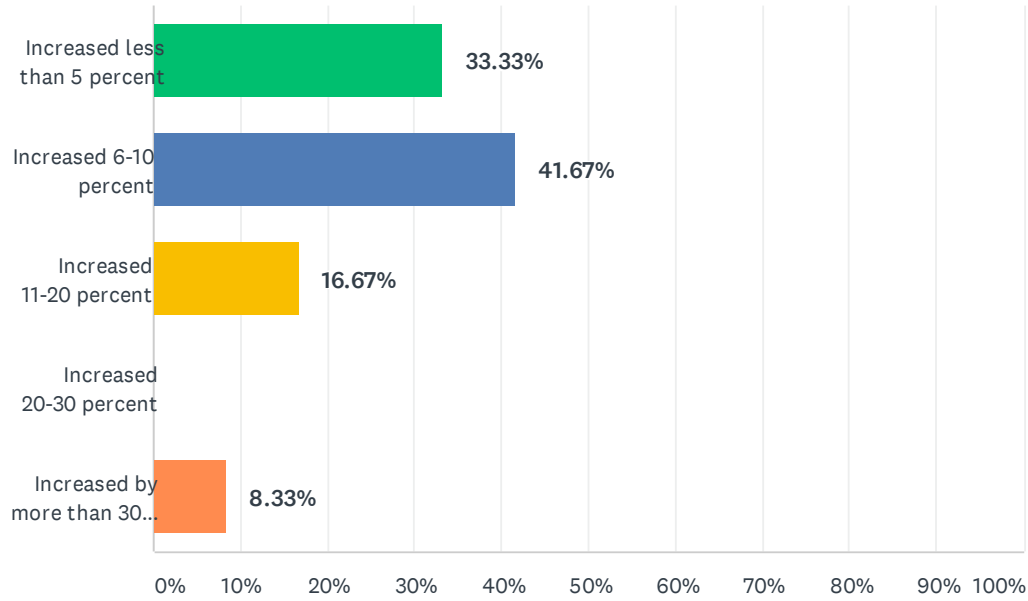
Answered: 140 Skipped: 0



ANSWER CHOICES	RESPONSES	
Increased	25.71%	36
Decreased	25.71%	36
Remained about the same	48.57%	68
TOTAL		140

Q4 Which figure best represents the percentage increase in your employee count since March 2020:

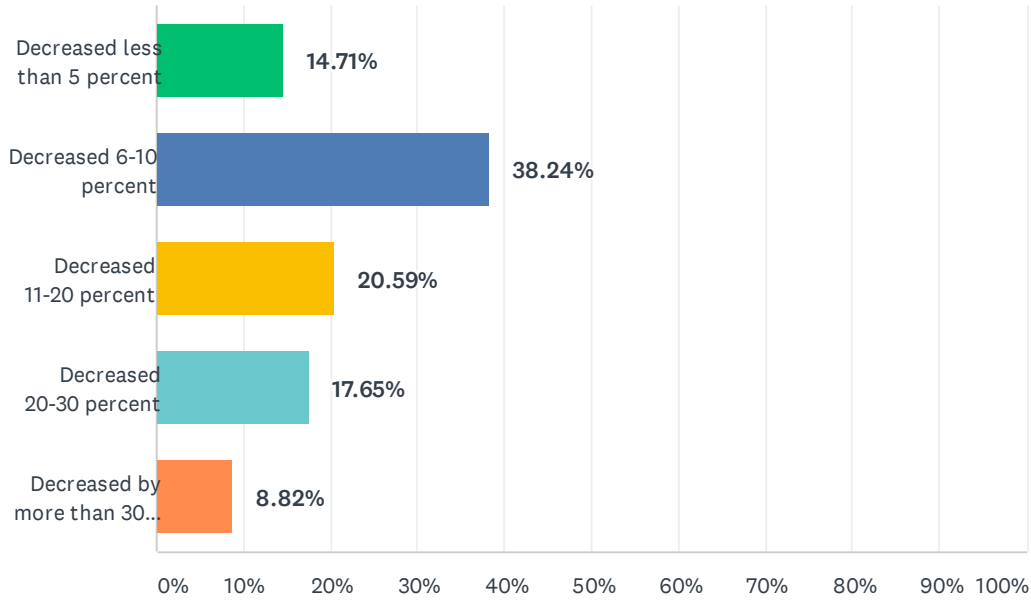
Answered: 36 Skipped: 104



ANSWER CHOICES	RESPONSES	
Increased less than 5 percent	33.33%	12
Increased 6-10 percent	41.67%	15
Increased 11-20 percent	16.67%	6
Increased 20-30 percent	0.00%	0
Increased by more than 30 percent	8.33%	3
TOTAL		36

Q5 Which figure best represents the percentage decrease in your employee count since March 2020:

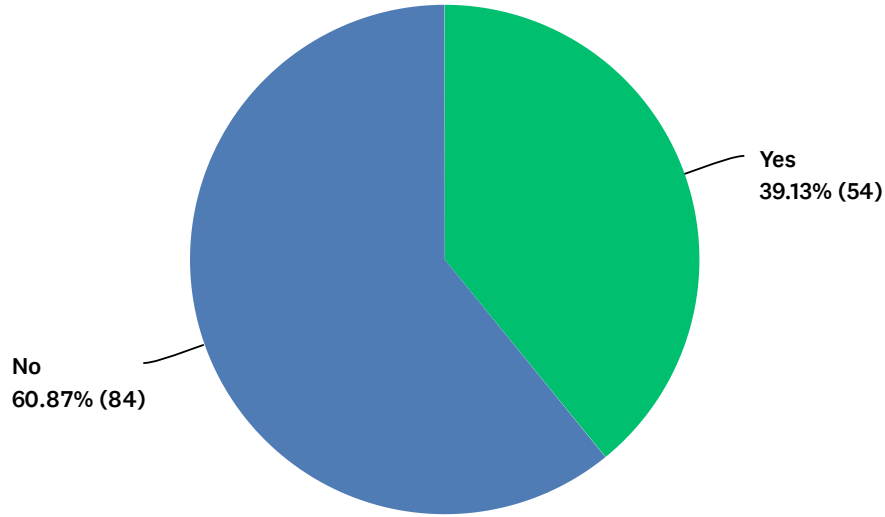
Answered: 34 Skipped: 106



ANSWER CHOICES	RESPONSES	
Decreased less than 5 percent	14.71%	5
Decreased 6-10 percent	38.24%	13
Decreased 11-20 percent	20.59%	7
Decreased 20-30 percent	17.65%	6
Decreased by more than 30 percent	8.82%	3
TOTAL		34

Q6 Does your company employ a significant number of office workers in Houston's central business district?

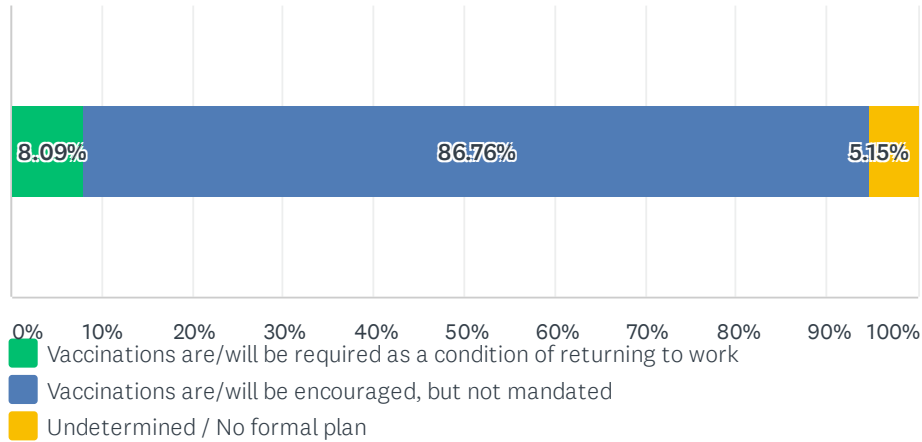
Answered: 138 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	39.13%	54
No	60.87%	84
TOTAL		138

Q7 What is your company's approach to encouraging employees to receive a COVID-19 vaccination?

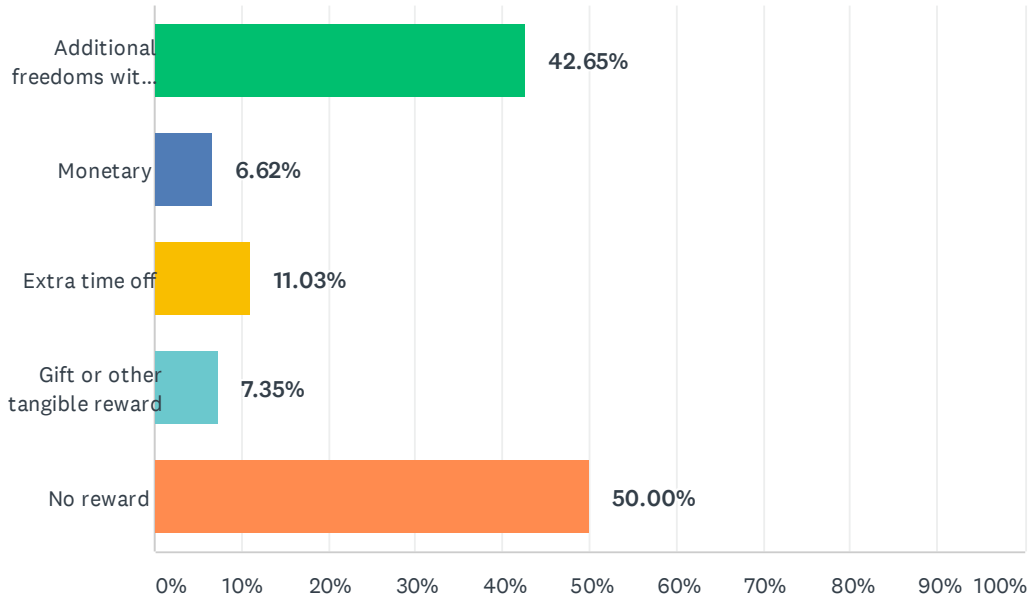
Answered: 136 Skipped: 4



ANSWER CHOICES	RESPONSES	
Vaccinations are/will be required as a condition of returning to work	8.09%	11
Vaccinations are/will be encouraged, but not mandated	86.76%	118
Undetermined / No formal plan	5.15%	7
TOTAL		136

Q8 What type of incentive is your company offering (or planning to offer) to encourage employees to get vaccinated? (Check all that apply)

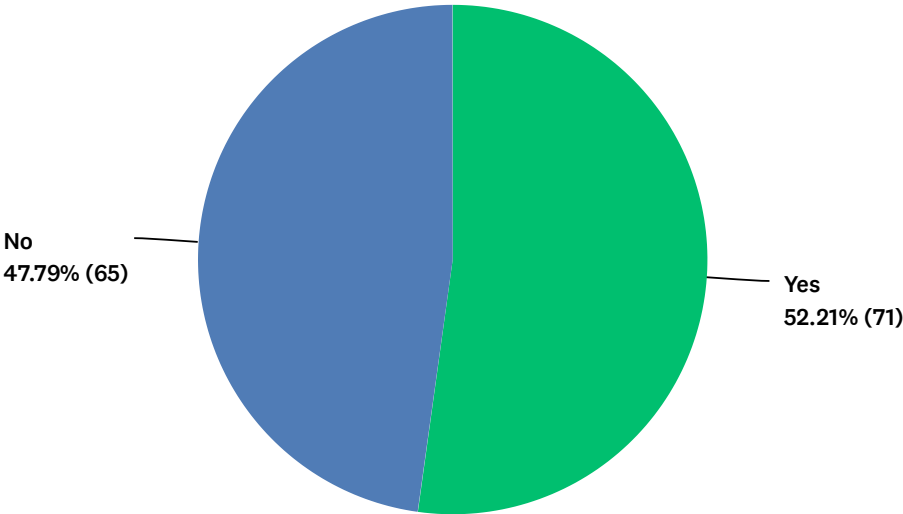
Answered: 136 Skipped: 4



ANSWER CHOICES	RESPONSES	
Additional freedoms within the office (vaccinated employees not required to wear masks, social distance, etc.)	42.65%	58
Monetary	6.62%	9
Extra time off	11.03%	15
Gift or other tangible reward	7.35%	10
No reward	50.00%	68
Total Respondents: 136		

Q9 Are you tracking employee vaccination status?

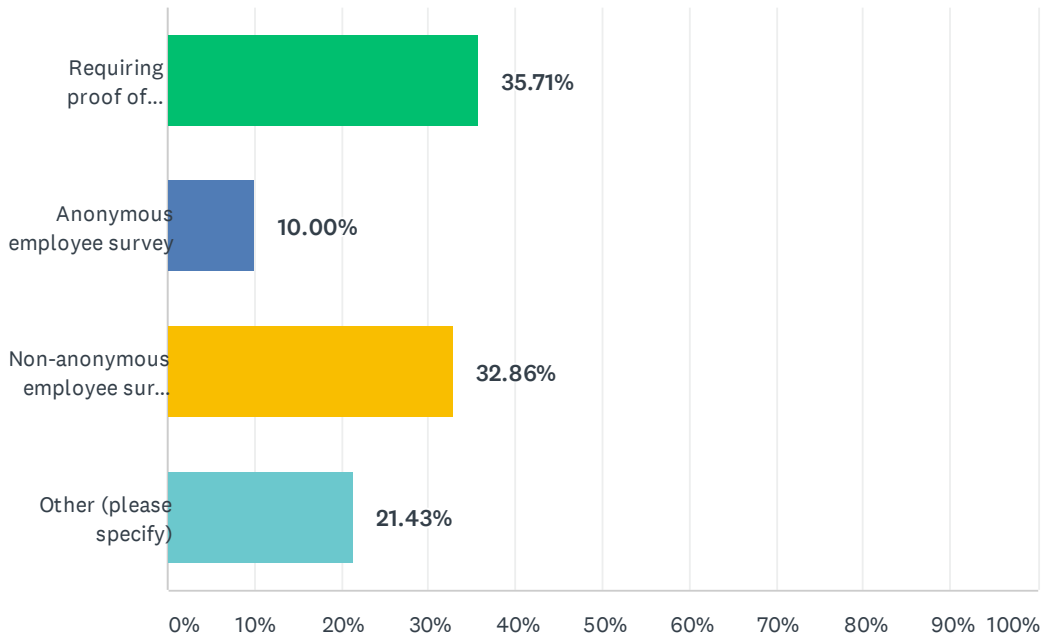
Answered: 136 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	52.21%	71
No	47.79%	65
TOTAL		136

Q10 How are you tracking employee vaccination status?

Answered: 70 Skipped: 70



ANSWER CHOICES	RESPONSES
Requiring proof of vaccinations	35.71% 25
Anonymous employee survey	10.00% 7
Non-anonymous employee survey (vaccination status attributed to specific employees)	32.86% 23
Other (please specify)	21.43% 15
TOTAL	70

#	OTHER (PLEASE SPECIFY)	DATE
1	Attestation	6/9/2021 2:39 PM
2	Asking in one-on-one conversations with supervisor if employee has been vaccinated	6/9/2021 2:36 PM
3	Input, acknowledgement and upload via our daily COVID-19 check-in tool	6/9/2021 2:29 PM
4	known for small group	6/9/2021 2:18 PM
5	Require proof to go without a mask	6/9/2021 2:14 PM
6	Conversations with employees	6/9/2021 1:32 PM
7	Verbal affirmation only	6/8/2021 11:34 AM
8	verbal notice only	6/7/2021 5:52 PM
9	Verbal	6/5/2021 6:24 AM
10	Attestation but no proof required	6/4/2021 10:01 PM
11	Asking for vaccination status	6/4/2021 11:33 AM
12	submitting proof of vaccination in order to receive additional vacation time	6/3/2021 2:36 PM

BUSINESS BAROMETER SURVEY

13	voluntary reporting maintained by HR	6/3/2021 2:18 PM
14	tracking the total number of employees vaccinated. We aren't tracking individually. we want to know when we reach group immunity.	6/3/2021 12:40 PM
15	HR department leading individual conversations	6/3/2021 12:27 PM

Q11 How is your company handling employee mask-wearing in your indoor office spaces?

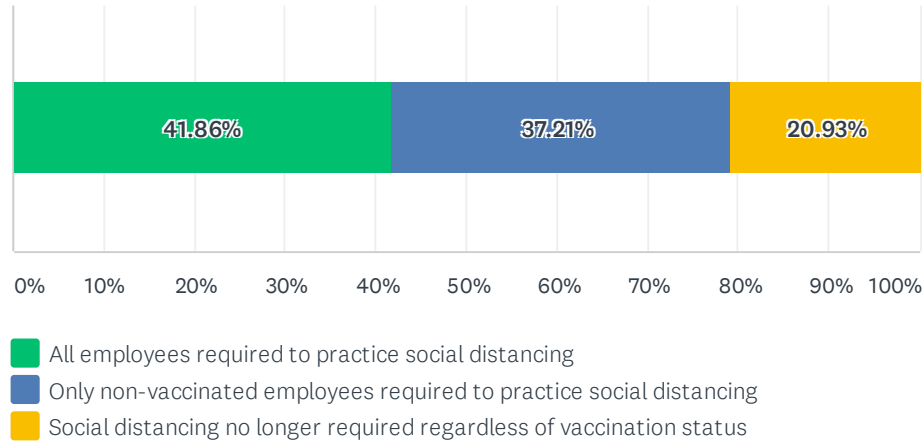
Answered: 127 Skipped: 13



ANSWER CHOICES	RESPONSES	
All employees required to wear masks	21.26%	27
Only non-vaccinated employees required to wear masks	55.12%	70
Masks are not required regardless of vaccination status	23.62%	30
TOTAL		127

Q12 How is your company handling employee social distancing in your indoor office spaces?

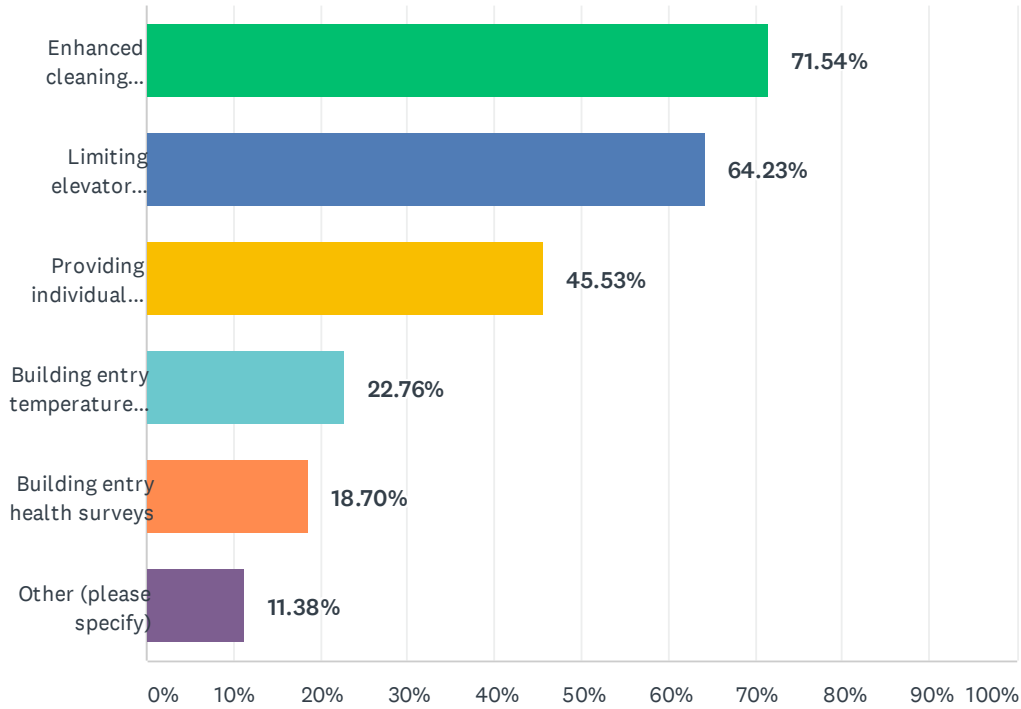
Answered: 129 Skipped: 11



ANSWER CHOICES	RESPONSES	
All employees required to practice social distancing	41.86%	54
Only non-vaccinated employees required to practice social distancing	37.21%	48
Social distancing no longer required regardless of vaccination status	20.93%	27
TOTAL		129

Q13 How is your company (or building management) employing other health and safety practices? (Check all that apply)

Answered: 123 Skipped: 17



ANSWER CHOICES	RESPONSES	
Enhanced cleaning services (may include intense overnight clean beyond typical cleaning services)	71.54%	88
Limiting elevator capacity	64.23%	79
Providing individual safety equipment and supplies	45.53%	56
Building entry temperature screenings	22.76%	28
Building entry health surveys	18.70%	23
Other (please specify)	11.38%	14
Total Respondents: 123		

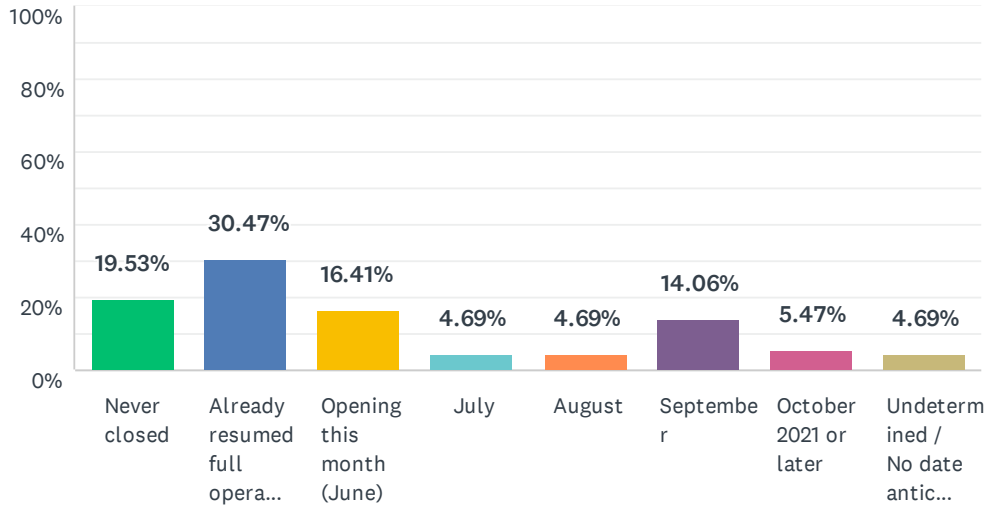
#	OTHER (PLEASE SPECIFY)	DATE
1	Building entry limited to employees	6/9/2021 2:24 PM
2	masks in the common areas	6/9/2021 2:19 PM
3	We've never been an in person office	6/9/2021 1:32 PM
4	Self monitoring	6/7/2021 8:59 AM
5	n/a	6/3/2021 6:43 PM
6	Redesign of work space	6/3/2021 5:20 PM
7	None	6/3/2021 4:50 PM

BUSINESS BAROMETER SURVEY

8	We have returned to normal operations; requiring masks when unable to maintain 6 ft social distancing	6/3/2021 2:37 PM
9	Pexiglass in various offices, children classrooms have been reduced	6/3/2021 2:16 PM
10	No additional safety practices.	6/3/2021 2:10 PM
11	None	6/3/2021 1:50 PM
12	Screening forms for visittors entering the offices or when symptomatic, for employees when returning to work or travel or symptomatic	6/3/2021 1:48 PM
13	acrylic shields	6/3/2021 12:41 PM
14	This is ONLY for people going in. We are still working from home.	6/3/2021 12:27 PM

Q14 When do you expect to fully reopen your operations (irrespective of how many days per week employees will be required to be present)?

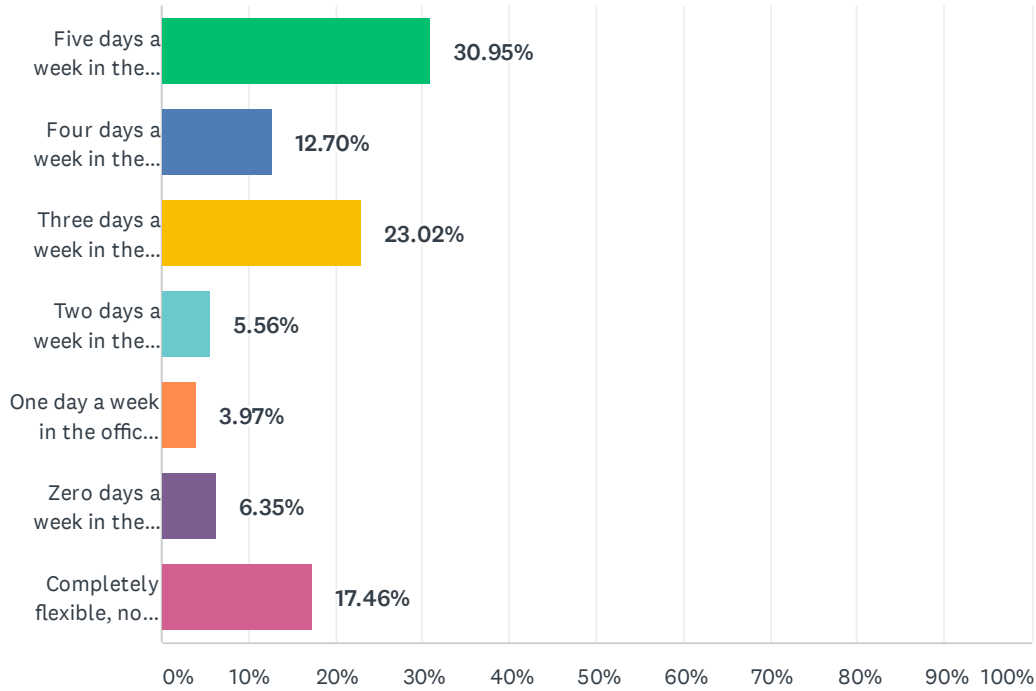
Answered: 128 Skipped: 12



ANSWER CHOICES	RESPONSES	
Never closed	19.53%	25
Already resumed full operations	30.47%	39
Opening this month (June)	16.41%	21
July	4.69%	6
August	4.69%	6
September	14.06%	18
October 2021 or later	5.47%	7
Undetermined / No date anticipated	4.69%	6
TOTAL		128

Q15 Please select the in-office versus remote/virtual work approach your company is taking or will likely take in the near-term (i.e., next 1-3 months):

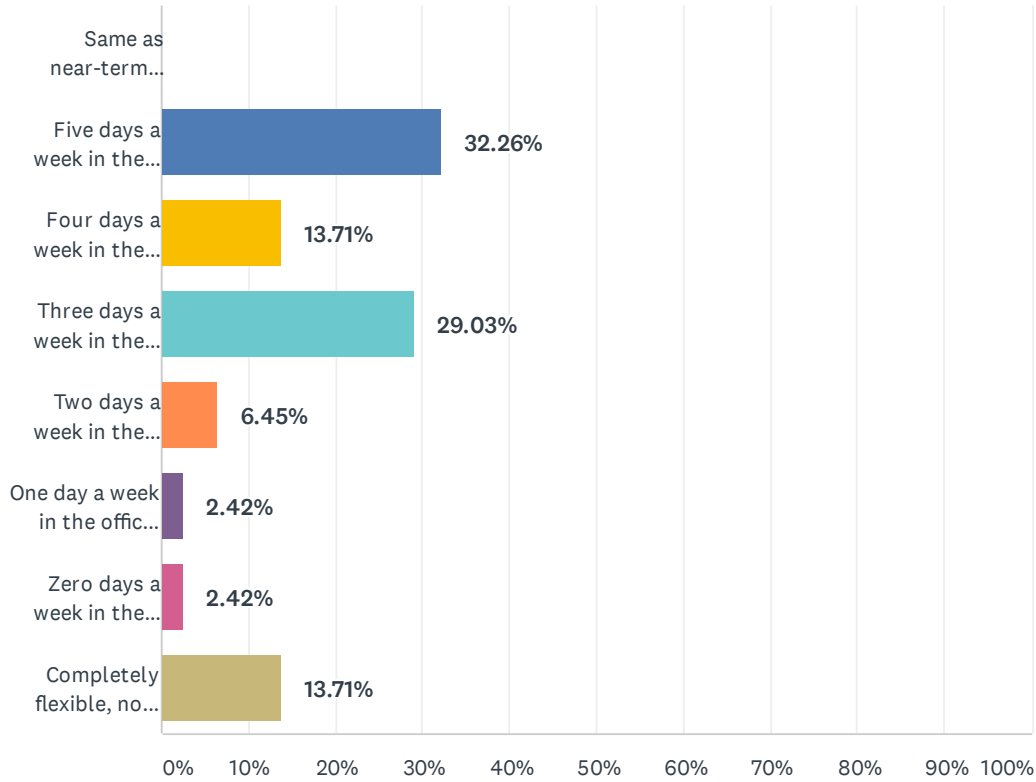
Answered: 126 Skipped: 14



ANSWER CHOICES	RESPONSES	
Five days a week in the office, zero days a week remote/virtual work	30.95%	39
Four days a week in the office, one day a week remote/virtual work	12.70%	16
Three days a week in the office, two days a week remote/virtual work	23.02%	29
Two days a week in the office, three days a week remote/virtual work	5.56%	7
One day a week in the office, four days a week remote/virtual work	3.97%	5
Zero days a week in the office, five days a week remote/virtual work	6.35%	8
Completely flexible, no requirements	17.46%	22
TOTAL		126

Q16 For the medium-term (i.e., 3-12 months out), please select the in-office versus remote/virtual work approach your company is most considering :

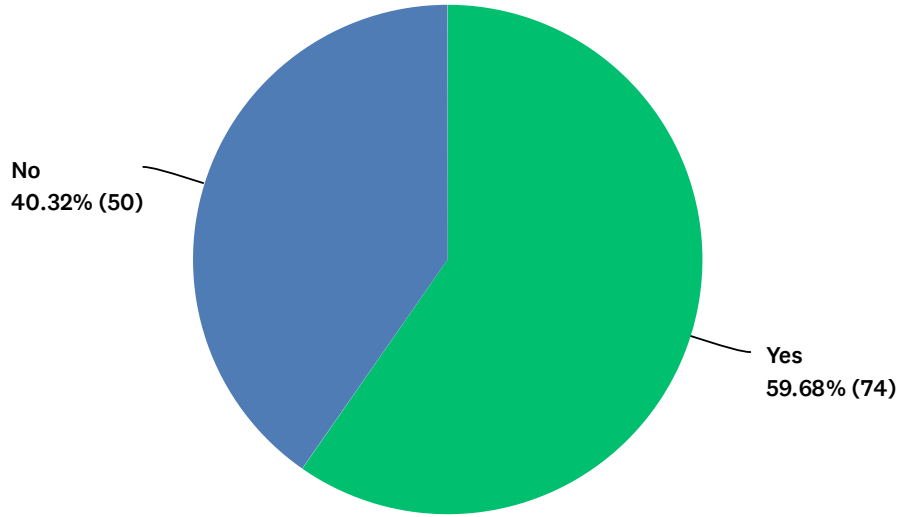
Answered: 124 Skipped: 16



ANSWER CHOICES	RESPONSES	
Same as near-term approach	0.00%	0
Five days a week in the office, zero days a week remote/virtual work	32.26%	40
Four days a week in the office, one day a week remote/virtual work	13.71%	17
Three days a week in the office, two days a week remote/virtual work	29.03%	36
Two days a week in the office, three days a week remote/virtual work	6.45%	8
One day a week in the office, four days a week remote/virtual work	2.42%	3
Zero days a week in the office, five days a week remote/virtual work	2.42%	3
Completely flexible, no requirements	13.71%	17
TOTAL		124

Q17 Will you have a day (i.e., each week, each month) in which you expect all staff to be in the office at the same time?

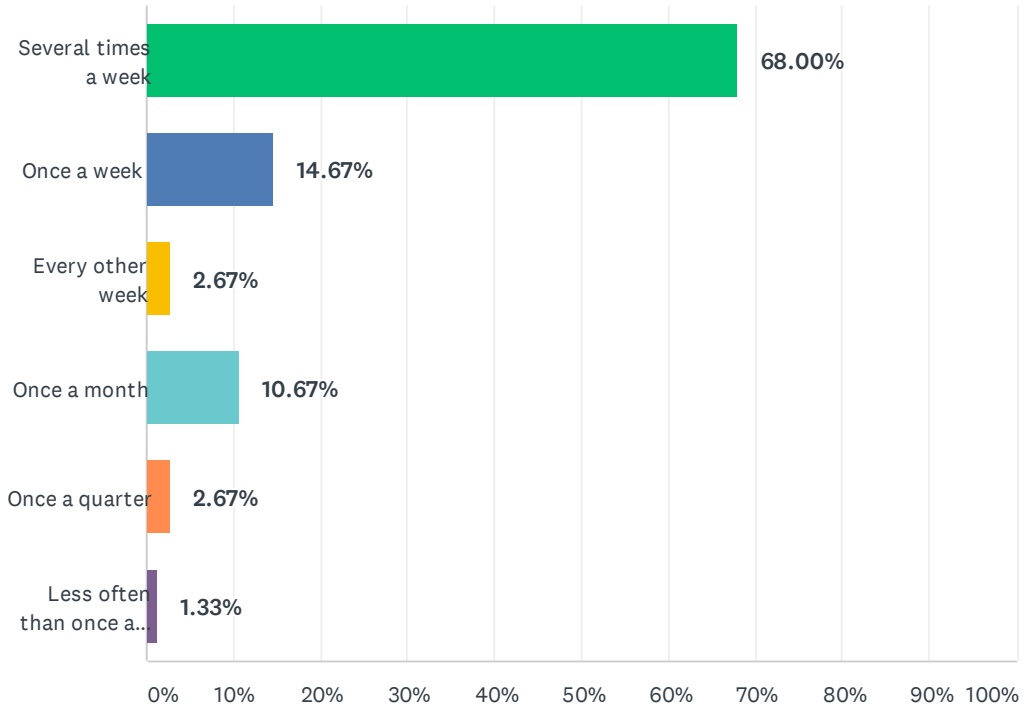
Answered: 124 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	59.68%	74
No	40.32%	50
TOTAL		124

Q18 How often will you expect all staff to be in the office at the same time?

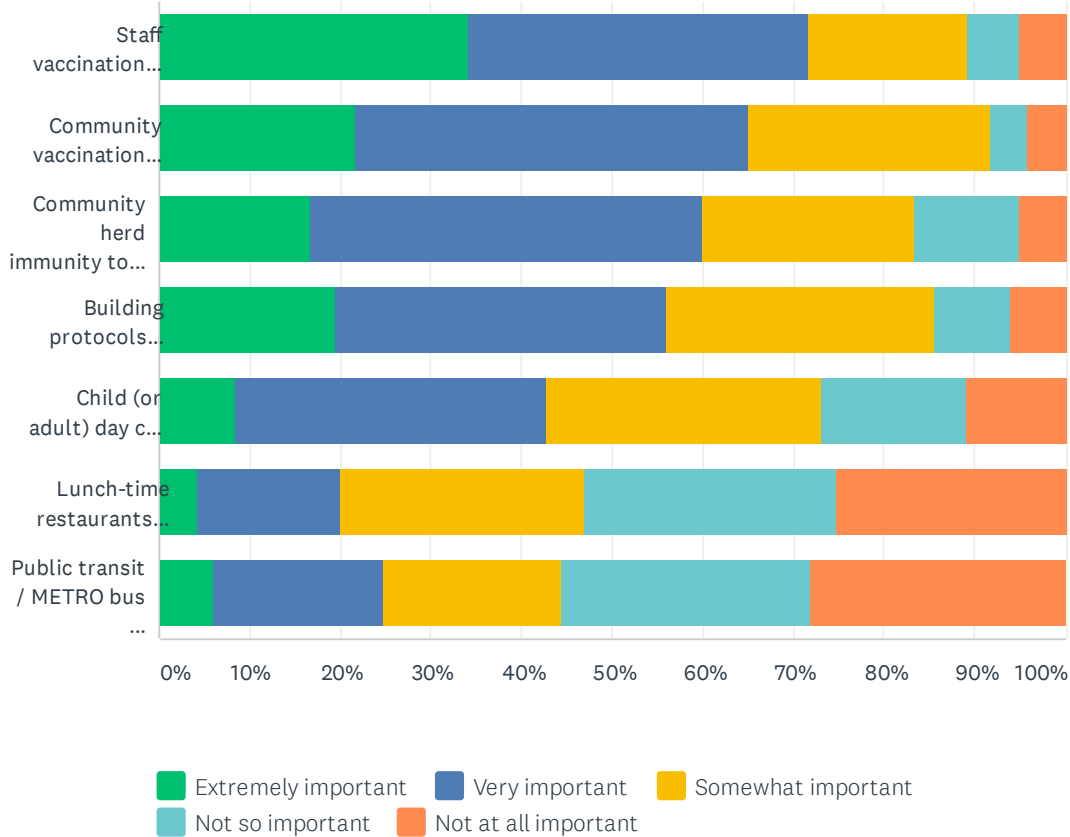
Answered: 75 Skipped: 65



ANSWER CHOICES	RESPONSES	
Several times a week	68.00%	51
Once a week	14.67%	11
Every other week	2.67%	2
Once a month	10.67%	8
Once a quarter	2.67%	2
Less often than once a quarter	1.33%	1
TOTAL		75

Q19 For each of the following outside concerns, please indicate its importance in order for your firm to fully reopen?

Answered: 121 Skipped: 19



	EXTREMELY IMPORTANT	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT SO IMPORTANT	NOT AT ALL IMPORTANT	TOTAL
Staff vaccination rate	34.17% 41	37.50% 45	17.50% 21	5.83% 7	5.00% 6	120
Community vaccination rate	21.67% 26	43.33% 52	26.67% 32	4.17% 5	4.17% 5	120
Community herd immunity to COVID-19	16.67% 20	43.33% 52	23.33% 28	11.67% 14	5.00% 6	120
Building protocols related to health and safety	19.49% 23	36.44% 43	29.66% 35	8.47% 10	5.93% 7	118
Child (or adult) day care needs	8.40% 10	34.45% 41	30.25% 36	15.97% 19	10.92% 13	119
Lunch-time restaurants open and available	4.20% 5	15.97% 19	26.89% 32	27.73% 33	25.21% 30	119
Public transit / METRO bus & rail	5.98% 7	18.80% 22	19.66% 23	27.35% 32	28.21% 33	117

#	OTHER (PLEASE SPECIFY)	DATE
1	We are open for vaccinated employees only. NonV are remote.	6/8/2021 11:38 AM

BUSINESS BAROMETER SURVEY

2	immunization rate of children	6/7/2021 3:31 PM
3	we are fully reopened so NA	6/7/2021 2:30 PM
4	COVID daily cases and death rate in Harris County	6/5/2021 9:59 AM
5	None apply to our company.	6/4/2021 3:23 PM
6	Infection, new case, hospitalization rates in community	6/3/2021 1:51 PM
7	We are fully reopened	6/3/2021 1:48 PM