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EXECUTIVE SUMMARY
DEMOGRAPHICS

• The geographic location of respondents’ organizations are statistically similar to all previous waves.

• Throughout all waves, roughly half of firms report fewer than 50 FTEs. The percentage of firms falling into higher FTE ranges has also remained constant.
  • The median number of FTEs in Wave 6 is 26 compared to 25 in Waves 5 and 4, 26.5 in Wave 3 and 23 in the first two waves. The difference between the waves is not statistically significant, so comparison between waves can be made accurately.
  • The largest organization in Wave 6 has 7,500 FTEs. This figure has fluctuated between 11,000 and 7,500 throughout the series.
ECONOMIC SENTIMENT

• Although the vast majority of firms (82%) still feel the condition of the US Economy is worse compared to March 1, this metric has declined significantly since Wave 3. In addition, firms are less negative regarding their own finances and cash flow compared to previous waves.
  • Firms with 25 or fewer FTEs are more likely than other firms to say their finances (41%) and cash flow (44%) are worse today.

• Overall, firms are less optimistic in Wave 6 about a “return to normal” within six months compared to Wave 5 (27% vs. 37%). Conversely, more firms feel it will take 12 to 18 months for a return to normal compared to Wave 5 (36% vs. 27%).
  • Smaller firms are slightly more optimistic than larger firms. While roughly three out of ten firms with 50 or fewer FTEs feel business will return to normal within six months, only one out of ten firms with more than 200 FTEs feel the same.
BUSINESS IMPACTS

• The top actions firms have taken to shore up their finances since March 1 are freezing non-essential purchases (46%), speeding up collections (39%) and freezing salary/pay increases (33%). These results are statistically similar to Waves 4 and 5.
  • As in previous waves, firms with more than 200 FTEs are more likely to have taken most of the actions tested.

• Slightly more firms report working on new projects directly related to the COVID-19 pandemic response compared to Wave 5 (12% vs. 8%).
  • Larger firms are more likely to be working on new projects directly related to COVID-19.
    • 0 to 25 FTEs = 5%
    • 26 to 50 FTEs = 13%
    • 51 to 200 FTEs = 21%
    • 201 to 500 FTEs = 27%
    • 501 or more FTEs = 21%
BUSINESS IMPACTS (CONT’D)

• About one out of eight firms (12%) report having business areas that are outperforming now. This is the same as in Wave 5.
  • Larger firms are more likely to have business areas that are outperforming.
    • 0 to 25 FTEs = 5%
    • 26 to 50 FTEs = 13%
    • 51 to 200 FTEs = 16%
    • 201 to 500 FTEs = 28%
    • 501 or more FTEs = 54%
IMPACT OF FEDERAL STIMULUS PROGRAM

• Perceptions of the CARES Act have fluctuated since it was first asked in Wave 3. Positive perceptions are back up again compared to Wave 5 (70% vs 55%) and are almost at the same level as during Wave 4 (74%).
  • Positive perceptions of the CARES Act increase as firm size increases up to 200 FTEs, after which positive perceptions decline.
• Nearly nine out of ten firms (88%) applied for the Small Business Administration (SBA) Paycheck Protection Program (PPP).
  • Firms with 25 or fewer FTEs are the least likely to have submitted an application.
    • 0 to 25 FTEs = 83% “Submitted application”
    • 26 to 50 FTEs = 89%
    • 51 to 200 FTEs = 95%
    • 201 to 500 FTEs = 93%
    • 501 or more FTEs = Not Applicable
Among firms submitting an application, nearly all (94%) say it was accepted and approved. Most of the rest (4%) are waiting on approval. Firms with 25 or fewer FTEs are the least likely to have received approval (so far).

- 0 to 25 FTEs = 90% “Accepted & approved”
- 26 to 50 FTEs = 98%
- 51 to 200 FTEs = 96%
- 201 to 500 FTEs = 100%
- 501 or more FTEs = Not Applicable

Among firms whose application was approved, 84% have received the funds in their bank account compared to 70% in wave 5. Firms with 25 or fewer FTEs are the least likely to have received funds (so far).

- 0 to 25 FTEs = 76% “Yes”
- 26 to 50 FTEs = 94%
- 51 to 200 FTEs = 88%
- 201 to 500 FTEs = 93%
- 501 or more FTEs = Not Applicable
IMPACT OF FEDERAL STIMULUS PROGRAM (CONT’D)

• The vast majority of firms (86%) received $2 million or less for their PPP loan. However, 96% of firms with more than 200 FTEs received a loan for more than $2 million.
  • Nearly all firms with 50 or fewer FTEs (99%) received a loan amount of $2 million or less.
  • For firms with 51 to 200 FTEs, 75% received a loan amount of $2 million or less, while 23% received a loan for more than $2 million.

• About two-thirds (64%) of firms plan to use all of their PPP loan, while 22% plan to use some of it and to return the rest. Only 2% plan to return all of the loan.
  • As firm size increases, plans to use all of the loan decrease.
    • 0 to 25 FTEs = 71% “Use All”
    • 26 to 50 FTEs = 68%
    • 51 to 200 FTEs = 54%
    • 201 to 500 FTEs = 43%
    • 501 or more FTEs = Not Applicable
PLANS TO RE-OPEN OFFICES

• Fourteen percent of firms have already re-opened at least some of their offices, while 28% said they never closed to begin with. Of the remaining firms, most say they will re-open when they feel it is safe to do so (38%).
  • There are no significant differences between firm size when it comes to having already opened.
  • Larger firms are more likely to re-open when they feel it is safe, not when the governor allows it.
    • 0 to 25 FTEs = 31% “When we feel it’s safe”
    • 26 to 50 FTEs = 34%
    • 51 to 200 FTEs = 48%
    • 201 to 500 FTEs = 67%
    • 501 or more FTEs = 50%

• The number of firms that have created a plan for re-opening has more than doubled (20% to 42%) in the past two weeks.
  • After removing firms for whom this question does not apply, firms with more than 25 FTEs are slightly more likely to either have a plan or to be working on one.
    • 0 to 25 FTEs = 89% “Have or working on one”
    • 26 to 50 FTEs = 98%
    • 51 to 200 FTEs = 99%
    • 201 to 500 FTEs = 100%
    • 501 or more FTEs = 100%
PLANS TO RE-OPEN OFFICES (CONT’D)

• Nearly half of firms (49%) say they will restrict or prohibit domestic travel for training/events/conferences after stay-at-home orders are lifted. Another third (33%) say they will restrict air travel. These results are nearly the same as in Wave 5.
  • Larger firms are more likely to restrict domestic travel for training/events/conferences and air travel.
    • 0 to 25 FTEs = 42% (Events), 28% (Air Travel)
    • 26 to 50 FTEs = 43%, 31%
    • 51 to 200 FTEs = 61%, 38%
    • 201 to 500 FTEs = 72%, 52%
    • 501 or more FTEs = 93%, 50%

• About one out of seven firms (15%) say they will restrict or prohibit international travel for training/events/conferences after stay-at-home orders are lifted. Another 11% say they will restrict air travel. These results are nearly the same as in Wave 5.
  • Larger firms are more likely to restrict international travel for training/events/conferences and air travel.
    • 0 to 25 FTEs = 11% (Events), 8% (Air Travel)
    • 26 to 50 FTEs = 13%, 9%
    • 51 to 200 FTEs = 12%, 9%
    • 201 to 500 FTEs = 48%, 41%
    • 501 or more FTEs = 50%, 36%
PLANS TO RE-OPEN OFFICES (CONT’D)

- The vast majority of firms plan to implement a large number of safety measures once they re-open their offices. Top among these are maintaining social distancing (95%) and allowing staff to work remotely to care for others (85%).
  - More firms intend to implement various safety measures than in Wave 5.
  - The only significant differences are that firms with 25 or fewer FTEs are less likely to implement most measures including:
    - Allowing “at-risk” workers to continue working remotely, if necessary (76%)
    - Following any CDC/government recommendations for re-opening (66%)
    - Limiting the number of staff who can gather together at one time (71%)
DEMOGRAPHICS
The geographic location of respondents’ organizations are statistically similar in all waves.

Q2. In which state is your organization headquartered?

Wave 3 - n = 610, Wave 4 - n = 566, Wave 5 - n = 512, Wave 6 - n = 492

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THROUGHOUT ALL WAVES, ROUGHLY HALF OF FIRMS REPORT FEWER THAN 50 FTES. THE PERCENTAGE OF FIRMS FALLING INTO HIGHER FTE RANGES HAS ALSO REMAINED CONSTANT.

- Only the most recent four waves are shown in the graph.
- The median number of FTEs in Wave 6 is 26 compared to 25 in Waves 5 and 4, 26.5 in Wave 3 and 23 in the first two waves. The difference between the waves is not statistically significant, so comparison between waves can be made accurately.
- The largest organization in Wave 6 has 7,500 FTEs. This figure has fluctuated between 11,000 and 7,500 throughout the series.
- Throughout this report all questions are reported by firm size and statistically significant differences are noted.

Q3. Including yourself, how many full-time equivalent employees (FTEs) do you have? If you are not sure, please provide your best estimate.

Wave 3 - n = 610, Wave 4 - n = 566, Wave 5 - n = 512, Wave 6 - n = 492

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Although the vast majority of firms (82%) still feel the condition of the US economy is worse compared to March 1, this metric has declined significantly since Wave 3. In addition, firms are less negative regarding their own finances and cash flow compared to previous waves.

- As has been the case in previous waves, there is one statistically significant difference by firm size:
  - Firms with 25 or fewer FTEs are more likely than other firms to say their finances (41%) and cash flow (44%) are worse today.

### Economic Sentiment

*Today Compared to March 1*

<table>
<thead>
<tr>
<th></th>
<th>Wave 3</th>
<th>Wave 4</th>
<th>Wave 5</th>
<th>Wave 6</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>U.S. economy</strong></td>
<td>6%</td>
<td>14%</td>
<td>9%</td>
<td>6%</td>
</tr>
<tr>
<td><strong>Firm's overall finances</strong></td>
<td>14%</td>
<td>18%</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td><strong>Firm's cash flow</strong></td>
<td>12%</td>
<td>13%</td>
<td>13%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Q12. Compared to March 1, how do you feel about each of the following today?  
“Not sure” responses omitted from calculations

Wave 3 - n = 592–585, Wave 4 - n = 557–555, Wave 5 - n = 510–504, Wave 6 - n = 492–491

* Not asked in Waves 1 and 2

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OVERALL, FIRMS ARE LESS OPTIMISTIC IN WAVE 6 ABOUT A “RETURN TO NORMAL” WITHIN SIX MONTHS COMPARED TO WAVE 5 (27% VS. 37%). CONVERSELY, MORE FIRMS FEEL IT WILL TAKE 12 TO 18 MONTHS COMPARED TO WAVE 5 (36% VS. 27%).

- Smaller firms are slightly more optimistic than larger firms. While roughly three out of ten firms with 50 or fewer FTEs feel business will return to normal within six months, only one out of ten firms with more than 200 FTEs feel the same.

<table>
<thead>
<tr>
<th>Anticipation of Business Returning to Normal*</th>
<th>Wave 5</th>
<th>Wave 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 months from now</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
<td>6 months from now</td>
<td>25%</td>
<td>18%</td>
</tr>
<tr>
<td>12 months from now</td>
<td>21%</td>
<td>16%</td>
</tr>
<tr>
<td>18 months from now</td>
<td>15%</td>
<td>11%</td>
</tr>
<tr>
<td>24 months from now</td>
<td>8%</td>
<td>8%</td>
</tr>
<tr>
<td>More than 24 months from now</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>Not sure</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>It’s already the same now</td>
<td>5%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Q18. When do you anticipate your business will return to normal, meaning the way it was before the current pandemic?

Wave 5 - n = 507, Wave 6 - n = 485

* Not asked prior to Wave 5
BUSINESS IMPACTS
The top actions firms have taken to shore up their finances since March 1 are freezing non-essential purchases (46%), speeding up collections (39%) and freezing salary/pay increases (33%).

- Although this question was asked in Waves 4 and 5, the differences are not statistically significant from Wave 6.
- As in previous waves, firms with more than 200 FTEs are more likely to have taken most of these actions.
- Few firms have taken the following actions:
  - Reduced staff salaries/pay 8%
  - Suspended or eliminated retirement benefit contributions (7%)
  - Paused/deferred stock buy-backs (3%)
  - Permanently closed office(s) (1%)

Q5. Which of the following cost cutting/cash management actions, if any, has your firm taken since March 1, 2020?
Select All That Apply

- Frozen non-essential purchases
- Sped up collection of accounts receivable
- Frozen salary/pay increases
- Implemented a hiring freeze
- Suspended or eliminated bonuses/incentives
- Reduced employees’/contractors’ hours worked
- Reduced executive salaries/pay
- Slowed payment of accounts payable
- Took out/leveraged Line of Credit
- Laid-off/furloughed/eliminated staff positions
- Took out a loan (not PPP)
- Reduced contractor/temporary positions
- None of the above

* Not asked in Waves 1, 2 and 3

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Slightly more firms report working on new projects directly related to the COVID-19 pandemic response compared to Wave 5 (12% vs. 8%).

- Larger firms are more likely to be working on new projects directly related to COVID-19 compared to smaller firms.
  - 0 to 25 FTEs = 5% “Yes”
  - 26 to 50 FTEs = 13%
  - 51 to 200 FTEs = 21%
  - 201 to 500 FTEs = 27%
  - 501 or more FTEs = 21%

* Not asked prior to Wave 5

Q16. Is your firm working on, or has it worked on, any new projects or expanded projects directly related to supporting the COVID-19 pandemic response?

Wave 5 - n = 504, Wave 6 - n = 486

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ABOUT ONE OUT OF EIGHT FIRMS (12%) REPORT HAVING BUSINESS AREAS THAT ARE OUTPERFORMING NOW. THIS IS THE SAME AS IN WAVE 5.

- Larger firms are more likely to have business areas that are outperforming.
  - 0 to 25 FTEs = 5% “Yes”
  - 26 to 50 FTEs = 13%
  - 51 to 200 FTEs = 16%
  - 201 to 500 FTEs = 28%
  - 501 or more FTEs = 54%

* Not asked prior to Wave 5

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PERCEPTIONS OF THE CARES ACT HAVE FLUCTUATED SINCE IT WAS FIRST ASKED IN WAVE 3. POSITIVE PERCEPTIONS ARE BACK UP AGAIN COMPARED TO WAVE 5 (70% VS 55%) AND ARE ALMOST AT THE SAME LEVEL DURING WAVE 4 (74%).

• In Waves 3 and 4, the question was asked slightly differently. It asked what impact the stimulus package “will have” as opposed to “has had.”
• Details of differences by firm size are on the following slide.

Impact of Federal Stimulus Package on Firm*

<table>
<thead>
<tr>
<th>Wave</th>
<th>Positive</th>
<th>Neutral/No Impact</th>
<th>Negative</th>
<th>Not Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wave 3</td>
<td>51%</td>
<td>15%</td>
<td>3%</td>
<td>32%</td>
</tr>
<tr>
<td>Wave 4</td>
<td>74%</td>
<td>10%</td>
<td>2%</td>
<td>14%</td>
</tr>
<tr>
<td>Wave 5</td>
<td>55%</td>
<td>33%</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>Wave 6</td>
<td>70%</td>
<td>23%</td>
<td>3%</td>
<td>4%</td>
</tr>
</tbody>
</table>

* Not asked in Waves 1 and 2

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POSITIVE PERCEPTIONS OF THE CARES ACT INCREASE AS FIRM SIZE INCREASES UP TO 200 FTES, AFTER WHICH POSITIVE PERCEPTIONS DECLINE.

Firms with more than 500 FTEs are much less likely to say the stimulus package has had a positive impact (29%) and more likely to say it has had no impact (57%), probably due to the focus of the package being on smaller businesses.

Impact of Federal Stimulus Package on Firm*
By Firm Size

- **0 to 25**: 65% Positive, 29% No Impact, 5% Negative, 1% Not Sure
- **26 to 50**: 73% Positive, 20% No Impact, 9% Negative, 4% Not Sure
- **51 to 200**: 83% Positive, 9% No Impact, 4% Negative, 4% Not Sure
- **201 to 500**: 67% Positive, 20% No Impact, 7% Negative, 7% Not Sure
- **501 or More**: 29% Positive, 57% No Impact, 14% Negative, 1% Not Sure

Q6. How has the U.S. Government’s coronavirus stimulus package (CARES Act) signed into law on March 27, 2020 affected your firm, if at all? Has the impact been…?

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NEARLY NINE OUT OF TEN FIRMS (88%) APPLIED FOR THE SMALL BUSINESS ADMINISTRATION (SBA) PAYCHECK PROTECTION PROGRAM (PPP).

- Firms with 25 or fewer FTEs are the least likely to have submitted an application.
  - 0 to 25 FTEs = 83% “Submitted application”
  - 26 to 50 FTEs = 89%
  - 51 to 200 FTEs = 95%
  - 201 to 500 FTEs = 93%
  - 501 or more FTEs = Not Applicable

Q7. Which of the following best describes your firm’s status regarding the Paycheck Protection Program (PPP) authorized by Congress as part of the CARES Act?

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AMONG FIRMS SUBMITTING AN APPLICATION, NEARLY ALL (94%) SAY IT WAS ACCEPTED AND APPROVED. MOST OF THE REST (4%) ARE WAITING ON APPROVAL.

<table>
<thead>
<tr>
<th>Firms with 25 or fewer FTEs</th>
<th>90% “Accepted &amp; approved”</th>
</tr>
</thead>
<tbody>
<tr>
<td>26 to 50 FTEs</td>
<td>98%</td>
</tr>
<tr>
<td>51 to 200 FTEs</td>
<td>96%</td>
</tr>
<tr>
<td>201 to 500 FTEs</td>
<td>100%</td>
</tr>
<tr>
<td>501 or more FTEs</td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>

Firms with 25 or fewer FTEs are the least likely to have received approval (so far).

Q8. Which of the following best describes the status of your PPP application?

<table>
<thead>
<tr>
<th>Status of PPP Application*</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>It was NOT accepted (for any reason)</td>
<td>0%</td>
</tr>
<tr>
<td>It was accepted but NOT approved</td>
<td>0%</td>
</tr>
<tr>
<td>It has been accepted but we do not know if it’s been approved yet</td>
<td>4%</td>
</tr>
<tr>
<td>It was accepted and approved</td>
<td>94%</td>
</tr>
<tr>
<td>We do not know if it has been accepted</td>
<td>1%</td>
</tr>
</tbody>
</table>

* Not asked in Waves 1, 2, 3 or 4. Question asked in Wave 5 is too different to directly compare.

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AMONG FIRMS WHOSE APPLICATION WAS APPROVED, 84% HAVE RECEIVED THE FUNDS IN THEIR BANK ACCOUNT COMPARED TO 70% IN WAVE 5.

- Firms with 25 or fewer FTEs are the least likely to have received funds (so far).
  - 0 to 25 FTEs = 76% “Yes”
  - 26 to 50 FTEs = 94%
  - 51 to 200 FTEs = 88%
  - 201 to 500 FTEs = 93%
  - 501 or more FTEs = Not Applicable

* Not asked prior to Wave 5.
The vast majority of firms received $2 million or less for their PPP loan. However, 96% of firms with more than 200 FTEs received a loan for more than $2 million.

- Nearly all firms with 50 or fewer FTEs (99%) received a loan amount of $2 million or less.
- For firms with 51 to 200 FTEs, 75% received a loan amount of $2 million or less, while 23% received a loan for more than $2 million.
- Nearly all firms with 201 to 500 FTEs (96%) received a loan for more than $2 million.

* Not asked in previous Waves.
ABOUT TWO-THIRDS (64%) OF FIRMS PLAN TO USE ALL OF THEIR PPP LOAN, WHILE 22% PLAN TO USE SOME OF IT AND TO RETURN THE REST. ONLY 2% PLAN TO RETURN ALL OF THE LOAN.

- As firm size increases, plans to use all of the loan decrease.
  - 0 to 25 FTEs = 71% “Use All”
  - 26 to 50 FTEs = 68%
  - 51 to 200 FTEs = 54%
  - 201 to 500 FTEs = 43%
  - 501 or more FTEs = Not Applicable

Q20 Which of the following best describes your intended use of the PPP loan?
- Among Firms With Approved Application -

- We plan to use all the loan: 64%
- We plan to use some of the loan and to return some of it: 22%
- We plan to return all the loan: 2%
- Not sure: 12%

* Not asked in previous Waves.
PLANS TO RE-OPEN OFFICES
FOURTEEN PERCENT OF FIRMS HAVE ALREADY RE-OPENED AT LEAST SOME OF THEIR OFFICES, WHILE 28% SAID THEY NEVER CLOSED TO BEGIN WITH. OF THE REMAINING FIRMS, MOST SAY THEY WILL RE-OPEN WHEN THEY FEEL IT IS SAFE TO DO SO (38%).

When Firms Plan to Re-open Offices*

- There are no significant differences between firm size when it comes to having already opened.
- Larger firms are more likely to re-open when they feel it is safe, not when the governor allows it.
  - 0 to 25 FTEs = 31% “When we feel it’s safe”
  - 26 to 50 FTEs = 34%
  - 51 to 200 FTEs = 48%
  - 201 to 500 FTEs = 67%
  - 501 or more FTEs = 50%

Q11. Which of the following best describes when you will re-open your firm’s offices?

Wave 5 - n = 503, Wave 6 - n = 489

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THE NUMBER OF FIRMS THAT HAVE CREATED A PLAN FOR RE-OPENING HAS MORE THAN DOUBLED (20% TO 42%) IN THE PAST TWO WEEKS.

After removing firms for whom this question does not apply, firms with more than 25 FTEs are slightly more likely to either have a plan or to be working on one.

- 0 to 25 FTEs = 89% “Have or working on one”
- 26 to 50 FTEs = 98%
- 51 to 200 FTEs = 99%
- 201 to 500 FTEs = 100%
- 501 or more FTEs = 100%

* Not asked prior to Wave 5.

Q12. Has your firm developed a plan for re-opening its office(s) to ensure the safety of the staff?

Wave 5 - n = 503, Wave 6 - n = 490

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NEARLY HALF OF FIRMS (49%) SAY THEY WILL RESTRICT OR PROHIBIT DOMESTIC TRAVEL FOR TRAINING/EVENTS/CONFERENCES AFTER STAY-AT-HOME ORDERS ARE LIFTED. ANOTHER THIRD (33%) SAY THEY WILL RESTRICT AIR TRAVEL. THESE RESULTS ARE NEARLY THE SAME AS IN WAVE 5.

Larger firms are more likely to restrict domestic travel for training/events/conferences and air travel.

- 0 to 25 FTEs = 42% (Events), 28% (Air)
- 26 to 50 FTEs = 43%, 31%
- 51 to 200 FTEs = 61%, 38%
- 201 to 500 FTEs = 72%, 52%
- 501 or more FTEs = 93%, 50%

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ABOUT ONE OUT OF SEVEN FIRMS (15%) SAY THEY WILL RESTRICT OR PROHIBIT INTERNATIONAL TRAVEL FOR TRAINING/EVENTS/CONFERENCES AFTER STAY-AT-HOME ORDERS ARE LIFTED. ANOTHER 11% SAY THEY WILL RESTRICT AIR TRAVEL. THESE RESULTS ARE NEARLY THE SAME AS IN WAVE 5.

- Larger firms are more likely to restrict international travel for training/events/conferences and air travel.
  - 0 to 25 FTEs = 11% (Events), 8% (Air)
  - 26 to 50 FTEs = 13%, 9%
  - 51 to 200 FTEs = 12%, 9%
  - 201 to 500 FTEs = 48%, 41%
  - 501 or more FTEs = 50%, 36%

* Not asked prior to Wave 5.

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<table>
<thead>
<tr>
<th>After Stay-At-Home Orders Are Lifted, What International Travel Will Firm Restrict?*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Air travel</strong></td>
</tr>
<tr>
<td>Wave 5</td>
</tr>
<tr>
<td>Wave 6</td>
</tr>
<tr>
<td><strong>Travel for training / events / conferences</strong></td>
</tr>
<tr>
<td>Wave 5</td>
</tr>
<tr>
<td>Wave 6</td>
</tr>
<tr>
<td><strong>None of the above / Does not apply</strong></td>
</tr>
<tr>
<td>Wave 5</td>
</tr>
<tr>
<td>Wave 6</td>
</tr>
<tr>
<td><strong>We don’t normally travel internationally</strong></td>
</tr>
<tr>
<td>Wave 5</td>
</tr>
<tr>
<td>Wave 6</td>
</tr>
</tbody>
</table>

Q15. Once stay-at-home orders are lifted for your location(s), which of the following, if any, will your company restrict or prohibit when it comes to international travel? Select All That Apply

Wave 5 - n = 499, Wave 6 - n = 477
THE VAST MAJORITY OF FIRMS PLAN TO IMPLEMENT A LARGE NUMBER OF SAFETY MEASURES ONCE THEY RE-OPEN THEIR OFFICES. TOP AMONG THESE ARE MAINTAINING SOCIAL DISTANCING (95%) AND ALLOWING STAFF TO WORK REMOTELY TO CARE FOR OTHERS (85%).

- More firms intend to implement various safety measures than in Wave 5.
- Although the percentages may differ somewhat, the top safety measures that firms plan to take are the same regardless of firm size.
- The only significant differences are that firms with 25 or fewer staff are less likely to implement most measures including:
  - Allowing “at-risk” workers to continue working remotely, if necessary (76%)
  - Following any CDC/government recommendations for re-opening (66%)
  - Limiting the number of staff who can gather together at one time (71%)

* Not asked prior to Wave 5

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FEWER FIRMS ARE LIKELY TO IMPLEMENT THE SAFETY MEASURES ON THIS SLIDE, ALTHOUGH A MAJORITY PLAN TO CONTINUE VIRTUAL MEETINGS EVEN FOR THOSE IN THE OFFICE (77%) AND CONDUCT A DEEP CLEANING OF THE OFFICE ON A REGULAR BASIS (65%).

- There are no statistically significant differences on these measures compared to Wave 5 with one exception:
  - More firms are now planning to take the temperature of workers before they enter the office (28% vs 21%) compared to Wave 5.

Q13. Which of the following safety measures are part of your plan to re-open office(s)? Select All That Apply

Wave 5 - n = 306, Wave 6 - 358

*Not asked in previous Waves

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METHODOLOGY – WAVE 1

• The Institute for Association and Nonprofit Research (IFANR) invited individuals from among the database list of member companies provided by the American Council of Engineering Companies (ACEC) to participate in this survey. One invitation was sent per member company.
  • Data collection occurred on March 17 and 18, 2020.
  • A total of 3,456 invitations were emailed, although 294 bounced and 17 opted-out, resulting in a total of 3,145 potential respondents.
  • Individuals who did not respond to the first email were sent one follow-up reminder.
  • In all, 794 individuals responded to the email invitations for an overall response rate of 25%.
• Individuals could respond using a laptop/desktop computer, tablet or smartphone; 12% of respondents completed the survey using a mobile device.
• Throughout the report for Wave 1 meaningful, statistically significant differences are noted by geographic region.
METHODOLOGY – WAVE 2

• The Institute for Association and Nonprofit Research (IFANR) invited individuals from among the database list of member companies provided by the American Council of Engineering Companies (ACEC) to participate in this survey. One invitation was sent per member company.
  
  • Data collection occurred on March 24 and 25, 2020.
  
  • A total of 3,438 invitations were emailed, although 298 bounced and 20 opted-out, resulting in a total of 3,120 potential respondents.
  
  • Individuals who did not respond to the first email were sent one follow-up reminder.
  
  • In all, 738 individuals responded to the email invitations for an overall response rate of 24%.
  
  • Individuals could respond using a laptop/desktop computer, tablet or smartphone; 11% of respondents completed the survey using a mobile device.
  
  • Throughout this report meaningful, statistically significant differences are noted by number of FTEs.
METHODOLOGY – WAVE 3

• The Institute for Association and Nonprofit Research (IFANR) invited individuals from among the database list of member companies provided by the American Council of Engineering Companies (ACEC) to participate in this survey. One invitation was sent per member company.
  • Data collection occurred on March 31 and April 1, 2020.
  • A total of 3,417 invitations were emailed, although 298 bounced and 9 opted-out, resulting in a total of 3,110 potential respondents.
  • Individuals who did not respond to the first email were sent one follow-up reminder.
  • In all, 610 individuals responded to the email invitations for an overall response rate of 20%.
• Individuals could respond using a laptop/desktop computer, tablet or smartphone; 10% of respondents completed the survey using a mobile device.
• Throughout this report meaningful, statistically significant differences are noted by number of FTEs.
METHODOLOGY – WAVE 4

- The Institute for Association and Nonprofit Research (IFANR) invited individuals from among the database list of member companies provided by the American Council of Engineering Companies (ACEC) to participate in this survey. One invitation was sent per member company.
  - Data collection occurred on April 7 and 8, 2020.
  - A total of 3,407 invitations were emailed, although 291 bounced and 9 opted-out, resulting in a total of 3,107 potential respondents.
  - Individuals who did not respond to the first email were sent one follow-up reminder.
  - In all, 566 individuals responded to the email invitations for an overall response rate of 18%.
- Individuals could respond using a laptop/desktop computer, tablet or smartphone; 10% of respondents completed the survey using a mobile device.
- Throughout this report meaningful, statistically significant differences are noted by number of FTEs.
METHODOLOGY – WAVE 5

- The Institute for Association and Nonprofit Research (IFANR) invited individuals from among the database list of member companies provided by the American Council of Engineering Companies (ACEC) to participate in this survey. One invitation was sent per member company.
  - Data collection occurred on April 21 and 22, 2020.
  - A total of 3,395 invitations were emailed, although 301 bounced and 11 opted-out, resulting in a total of 3,083 potential respondents.
  - Individuals who did not respond to the first email were sent one follow-up reminder.
  - In all, 512 individuals responded to the email invitations for an overall response rate of 17%.
- Individuals could respond using a laptop/desktop computer, tablet or smartphone; 9% of respondents completed the survey using a mobile device.
- Throughout this report meaningful, statistically significant differences are noted by number of FTEs.
METHODOLOGY – WAVE 6

• The Institute for Association and Nonprofit Research (IFANR) invited individuals from among the database list of member companies provided by the American Council of Engineering Companies (ACEC) to participate in this survey. One invitation was sent per member company.
  • Data collection occurred on May 5 and 6, 2020.
  • A total of 3,384 invitations were emailed, although 305 bounced and 8 opted-out, resulting in a total of 3,071 potential respondents.
  • Individuals who did not respond to the first email were sent one follow-up reminder.
  • In all, 492 individuals responded to the email invitations for an overall response rate of 16%.
• Individuals could respond using a laptop/desktop computer, tablet or smartphone; 10% of respondents completed the survey using a mobile device.
• Throughout this report meaningful, statistically significant differences are noted by number of FTEs.
Statistically significant differences are evaluated at a 95% confidence interval (for a description of tests used, please see the Appendix).

There is no margin of sampling error as this was a census of all individuals in the ACEC database.

Although every effort was taken to minimize survey bias, there is no way to completely eliminate all sources of potential bias. Sources of potential bias include, but are not limited to, the following:

- Non-response bias
- Confounding bias
- Question wording bias
- Question order bias
- Habituation
- Sponsor bias
- Confirmation bias

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TESTS OF SIGNIFICANCE FOR MEANS

F-test
When the mean is displayed for a row variable, MarketSight first runs an Analysis of Variance (ANOVA) using an F-test. Doing so tests the hypothesis that the means of multiple normally distributed populations, all having the same variance, are equal.

MarketSight tests whether or not the row variable’s means are equal to one another for all columns in the crosstab. Rejecting the test hypothesis implies that at least one of the column means is significantly different from the others.

Fisher’s Least Significant Difference (LSD) test
If the statistics option to "Correct for Type I errors in all comparisons" is disabled, MarketSight will run Fisher’s LSD test for both Pairwise tests and Contrast tests of means. MarketSight only runs Fisher’s LSD test if the ANOVA F-test first rejects the null hypothesis that all column means are equal to one another.

Fisher’s LSD test is a relatively powerful test because it uses the pooled variance estimate from the F-test, thus taking advantage of the increased sample size of all columns in the crosstab. Pooling the variance is valid because MarketSight explicitly tests for equality of variance among all columns prior to running the associated F-test.

Although the test is more powerful than either the Tukey HSD or Scheffé tests, it is more susceptible to Type I error when running multiple simultaneous tests.
TESTS OF SIGNIFICANCE FOR MEANS (CONT’D)

**Scheffé test**
If the statistics option to "Correct for Type I errors in all comparisons" is enabled, MarketSight will run the Scheffé test for Contrast tests of means. MarketSight only runs the Scheffé test if the ANOVA F-test first rejects the null hypothesis that all column means are equal to one another.

The Scheffé test is a conservative test for running multiple Contrast tests of Means which controls the overall Type I error rate for all possible contrasts based on the selected Confidence Level.

**Tukey-Kramer tests**
MarketSight will run Tukey-Kramer test for Pairwise tests of means. MarketSight only runs Tukey-Kramer test if the ANOVA F-test first rejects the null hypothesis that all column means are equal to one another.

Tukey-Kramer test is a conservative test for running multiple Pairwise comparisons of Means. It controls the overall Type I error rate across a number of related Pairwise tests based on the selected Confidence Level.
Chi-squared
When a Row Variable displays the Column % or Count option for individual Values, MarketSight runs a
Chi-squared test. This test examines whether there is a relationship between the Column Variable(s)
and the Row Variable.

Chi-squared tests involve a comparison of "actual" cell counts to "expected" cell counts in a
crosstab.

The expected count for each cell is derived from a Row Variable’s actual counts as follows: multiply
the cell’s row total by its column total, then divide by the sum total of all observations.

If the actual cell counts for one or more cells differ materially from their expected counts, the Chi-
squared test may produce a statistically significant result which implies there is a relationship between
the Column Variable(s) and the Row Variable.

A modified version of a Chi-Squared test is run for Multiple Response Variables.
Fisher's Exact
For 2x2 crosstabs with small sample sizes, the Chi-squared test may be unreliable. Therefore, MarketSight runs an alternate test, Fisher's Exact Test, if more than 20% of the cells in a 2x2 crosstab have an expected cell count less than 5, or if any cells in a 2x2 cross-tab have an expected cell count less than 1.

Fisher's Exact Test calculates the true probability of observing a particular set of actual cell counts in a 2 x 2 crosstab, assuming that row and column totals are held constant.

Fisher's Exact Test is not run for Multiple Response Variables.

z-test
MarketSight runs Z-tests for both Contrast and Pairwise tests of Column Proportions. A Z-test is used to test for a difference between two column proportions. The column proportions involved in the test are the cell counts divided by their respective column totals.

A Z-test is only run when the cells being compared have actual counts greater or equal to 5 and the column sample size minus the actual cell counts is greater than or equal to 5. If these data sufficiency conditions are not met, MarketSight runs Fisher's Exact Test instead.

A modified version of a Z-test is run for Multiple Response Variables.
THANK YOU!

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