



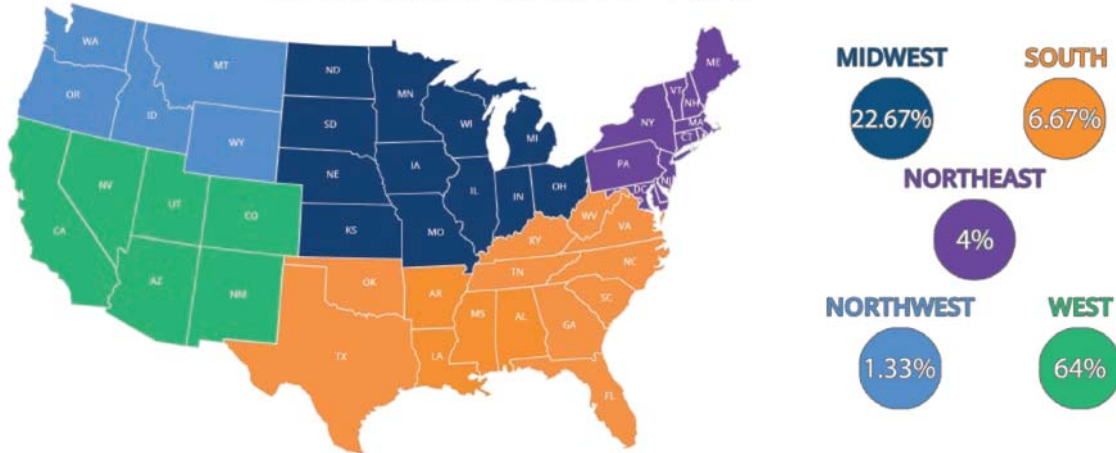
CHALLENGER COVID-19 COVERAGE

ANNUAL HOLIDAY SURVEY - OCTOBER 2020 RESULTS

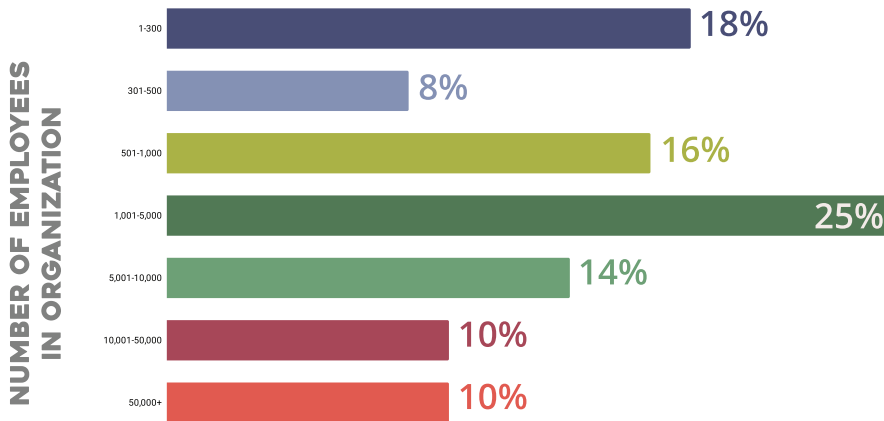
SURVEY DEMOGRAPHICS

189 PARTICIPANTS

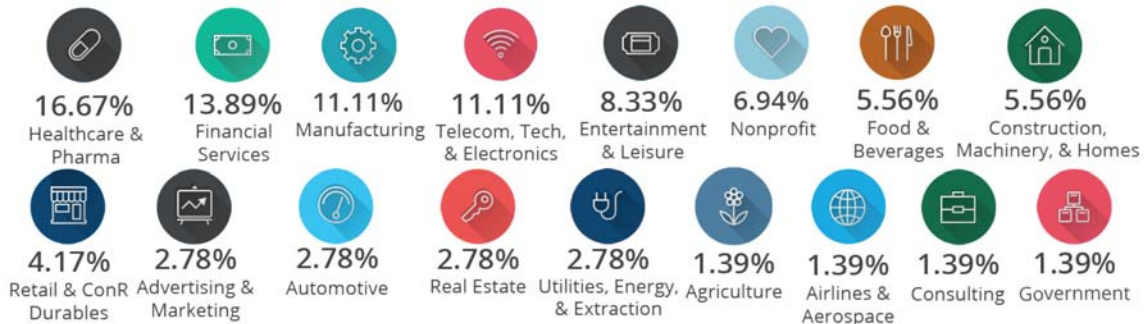
RESPONDENTS BY LOCATION



HOW LARGE IS YOUR ORGANIZATION?



RESPONDENTS BY INDUSTRY



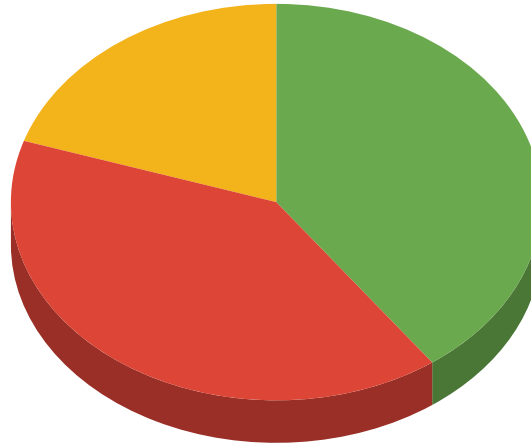
DOES YOUR COMPANY HAVE CONCERNS ABOUT INAPPROPRIATE CELEBRATING POST #METOO?

20%

No, we are not taking any precautions for the holiday party but have addressed the issue at work IN 2020.

40%

No, we have not addressed this issue & have no plans to prior to the party.



40%

Yes, we have a formal policy.

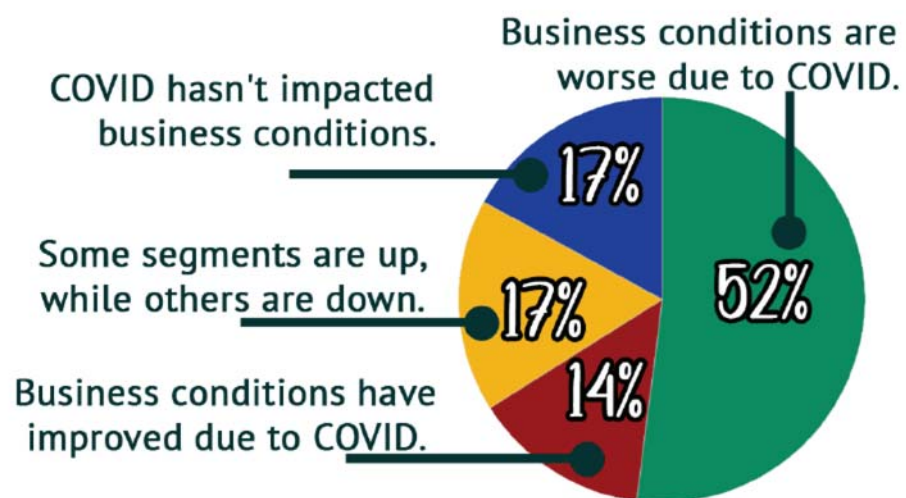
0% of responders selected:

Yes, we have addressed this issue with our staff & are taking precautions to ensure everyone is mindful of avoiding impropriety at the party.

Yes, we have a formal policy created due to the Metoo movement.

Yes, we have not addressed this issue over the last year, but will be prior to the party.

HAS COVID DIRECTLY IMPACTED YOUR BUSINESS?



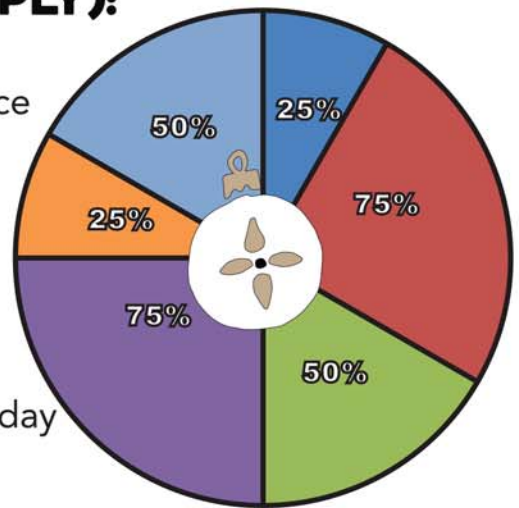


IF YOU'RE HAVING A PARTY, IS THE BUDGET MORE OR LESS THIS YEAR?



IF YOU'RE HAVING AN IN-PERSON PARTY, WILL YOU BE: (CHECK ALL THAT APPLY):

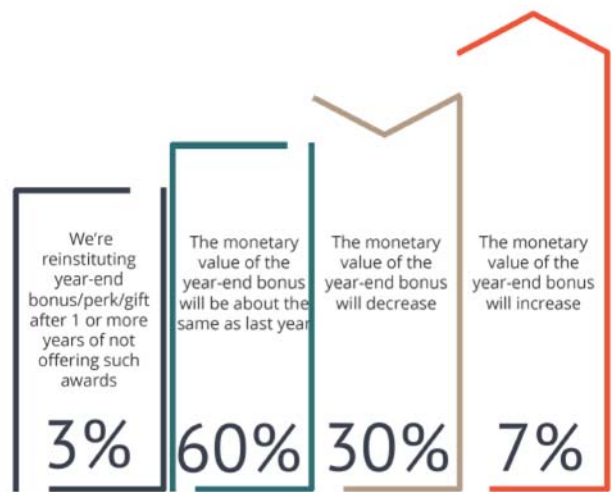
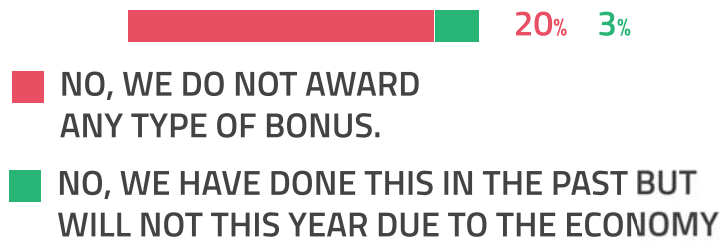
- 25% Using caterer, event planner or other outside service
- 50% Serving alcohol
- 75% Holding the party on company premises
- 75% Inviting employees only
- 25% Holding party in evening or weekend
- 50% Holding party during workday or near end of workday



0% Inviting family, spouse, partner to attend

YEAR-END OR HOLIDAY BONUS

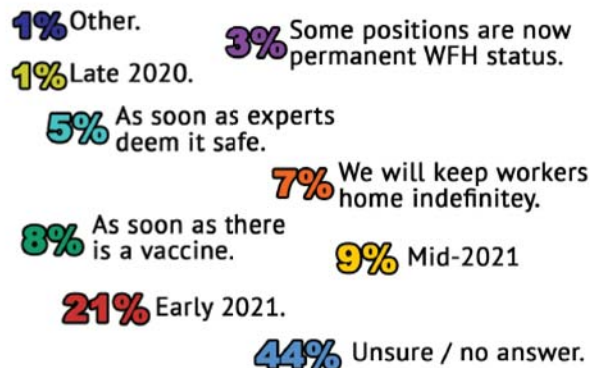
DOES YOUR COMPANY AWARD YEAR-END/HOLIDAY BONUS, PERKS OR GIFTS TO EMPLOYEES? (CHECK ALL THAT APPLY)



COMPANIES THAT DO GIVE AWARDS, HOW DOES THIS YEAR'S DISTRIBUTION DIFFER FROM LAST YEAR?



WHEN DO YOU PLAN TO BRING ALL WORKERS BACK TO THE OFFICE?



HIRING OUTLOOK FOR 2021

25%

**“THE CURRENT UNCERTAINTY
MAKES IT DIFFICULT TO PREDICT
HIRING NEEDS IN 2021.”**

20%

**“WE INCREASED HIRING IN 2020
AND EXPECT TO CONTINUE
ADDING WORKERS IN 2021.”**

20%

**“DEMAND IS STILL SOFT & WE HAVE
CONCERNS ABOUT THE FUTURE ECONOMY,
SO HIRING WILL BE SLOW IN 2021.”**

10%

“HIRING WILL REMAIN FLAT IN 2021.”

7%

**“HIRING AT OUR COMPANY IS
LIKELY TO DECREASE IN 2021.”**

7%

**“WE’VE BEEN HOLDING OFF ON HIRING,
BUT EXPECT A BIG INCREASE IN 2021.”**

6%

**“WE WOULD LOVE TO HIRE MORE, BUT WE
ARE EXPERIENCING A SKILLS SHORTAGE.”**

0%

“WE PLAN TO BRING IN MORE TEMP WORKERS.”

“WE PLAN TO BRING IN MORE CONTRACT WORKERS.”