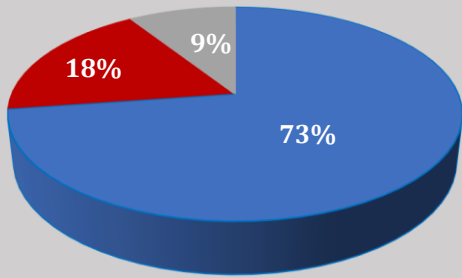




COVID-19 Impact Survey

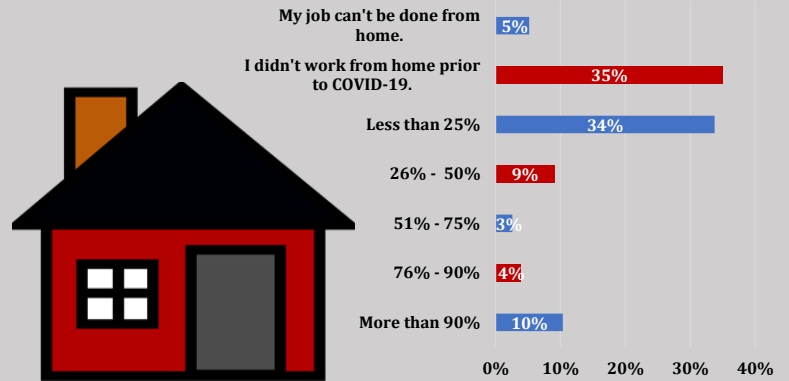
Working From Home

Participants

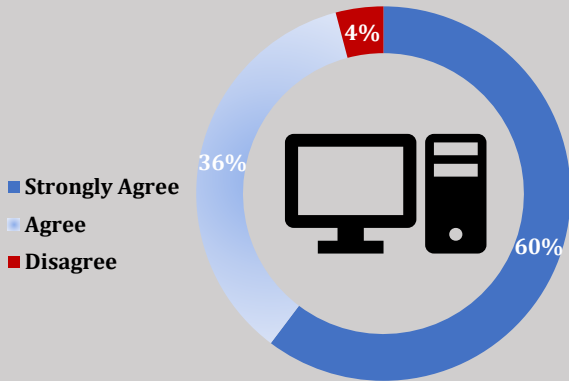


■ Distributor ■ Manufacturer ■ Other*

Percent Working From Home prior to COVID-19



Access to Resources Needed To Do Your Job Effectively

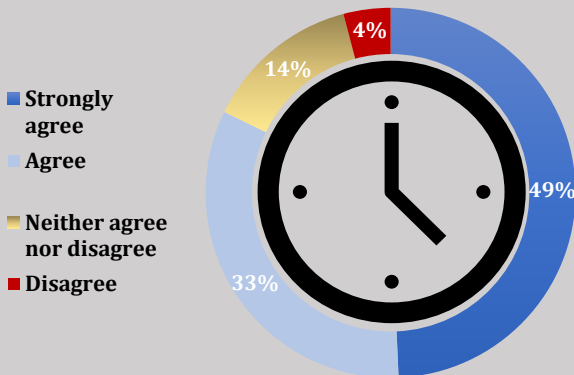


■ Strongly Agree
■ Agree
■ Disagree

Reason Why Jobs Can't Be Done From Home

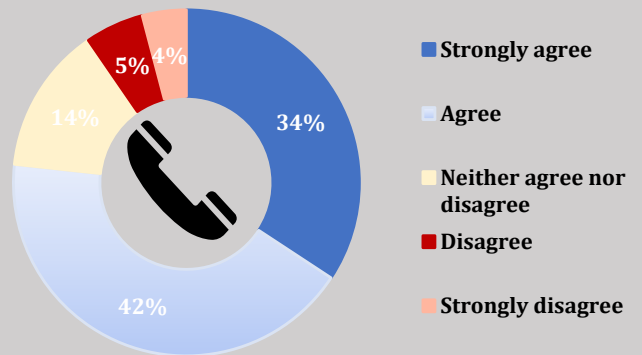


Flexible Hours Due to Challenges** Preventing Normal Work Hours



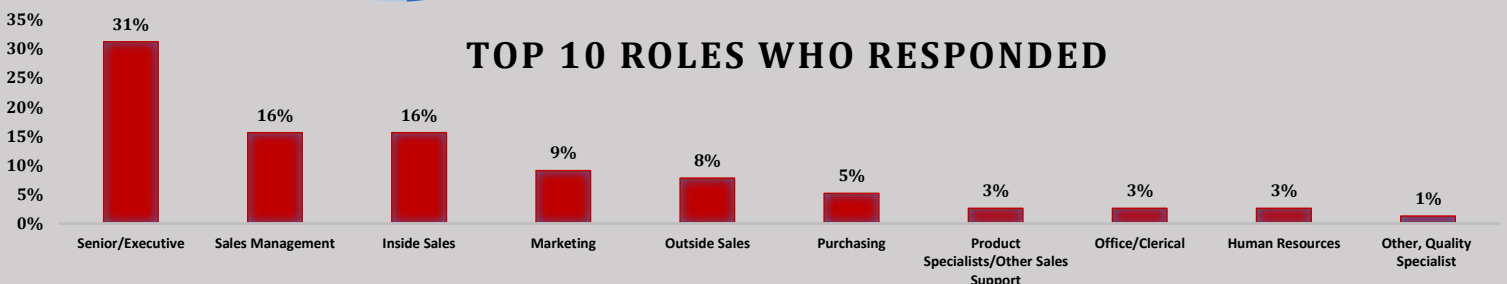
■ Strongly agree
■ Agree
■ Neither agree nor disagree
■ Disagree

Aware of How Changes Will Impact You and the Company



■ Strongly agree
■ Agree
■ Neither agree nor disagree
■ Disagree
■ Strongly disagree

TOP 10 ROLES WHO RESPONDED



*Other consists of Design and installation, Financial, Lighting rep, Manufacturers rep and agent, Service provider

** Connectivity issues, limited private time, not able to work at a normal pace, space issues

Bottom 5 roles: Information Technology, Delivery Driver, Data Analyst, Credit Collection, Accounting/Finance