1. What sector do you see most impacted?
   a. Agriculture
   b. As of now, public projects in Illinois.
   c. Clients who rely on current revenues for funding projects
   d. Construction
   e. Contractors/Construction
   f. Hospitality/Entertainment (4)
   g. Industrial
   h. Industrial facilities delaying site entry for stack testing.
   i. Planning studies
   j. Private Design/Development (11)
   k. Public involvement, in person meetings
   l. Vertical Building Expansion

2. What sector do you see least impacted?
   a. Clients who have projects fully funded
   b. Design (2)
   c. General construction
   d. Government (2)
   e. Logistics
   f. Public (4)
   g. Right now Design and construction seem to be proceeding as normal.
   h. Shoreline
   i. They've all been impacted to a degree
   j. Transportation (13)
   k. Water

3. Stimulus Impact & Reasoning
   a. Neutral; It is too early to tell what the impact will be.
   b. Neutral; Since we have not lost hours, we are business as usual production wise so no benefit
c. to date from the legislation as of yet.
   d. Neutral; We are a larger company.
   e. Not sure; It remains to be seen how the banks pick firms who can borrow.
   f. Not sure; Still assessing
   g. Not sure; We won't really know until there is some clarification on the legislation
   h. Positive; Big Airport portion
   i. Positive; Assistance (payroll tax deferral or forgiveness or SBA loans options) to help offset costs of offering additional leave and lower utilization.
   j. Positive; Potential to keep more employees on active payroll.
   k. Positive; We qualify for a small business loan and will very likely qualify for loan forgiveness.
   l. Positive; Grants to help meet payroll and avoid layoffs.
   m. Positive; We hope to get Payroll Protection Loan to help with cash flow during crisis. Not sure if we will qualify for loan or loan forgiveness, but will likely be pursuing both
   n. Positive; We are a very small firm and it will allow us to cover a few more weeks of payroll without more layoffs
   o. Positive; Keeping the staff for few months with pay will avoid layoff.
   p. Positive; Provides tools to offset costs of staff out with COVID 19 sickness.
   q. Positive; Hopefully EIDL grant and PPP loan will be awarded and assist in keeping employees
   r. Positive; Should help stimulate the economy
   s. Positive; We are working with financial professionals on SBA forgivable loan, but so far construction is starting as planned.
   t. Positive; It will help with cash flow and retaining employees
Positive; We are taking advantage of federal relief
Positive; The stimulus package will allow us to retain staff in the event of reduced workloads.
Positive; Help with lending assurances
Very positive; We are well positioned to take advantage of both private and public incentives, if provided.
Very positive; We appear to be eligible for a forgivable SBA loan to help keep people on the payroll and with expenses. Cash flow will be impacted so this will help fill that likely gap.

4. Does your firm allow teleworking staff on salary to split time between office work and family leave to care for children? How do you handle different compensation rates? (“Yes” explanations below)
   a. Flexible work hours. Resources for helping parents navigate and share experiences.
   b. Developed separate project number for each type of compensation type to track amount of pay based on federal guidelines
   c. According to DOL salary employees still need to be paid their salary, so no adjustments can be made for the FMLA
   d. We have been well positioned for teleworking and remote operations prior to Covid19
   e. Still need to have 40 hours of work in per week
   f. Trying to be flexible to allow employees to work when they can and either take reduced hours, supplement with PTO or with Emergency Paid Sick Leave. We have established new projects for employees to enter on their timesheets for the new EPSLA and EFMLA
   g. Quickbooks
   h. Work is expected to get done. Employee can use any piece of 24/7 to get it done
   i. Currently, PTO and flexible work hours and adding some additional PTO for COVID-19
   j. We are tracking work and leave on an hourly basis.
   k. We have eliminated “core” working hours and are allowing employees to work any time in order to get 40 hours in per week. Any time under 40 hours to care for children would be PTO to make up the difference.
   l. As needed
   m. Reduced efficiency.
   n. Offer ability for a flexible schedule or taking sick leave to care for children home from school.
   o. Almost all employees are 90-100% remote as of today
   p. We’re being flexible.
   q. Compensation per FFCRA or using existing company benefits.
   r. We’re tracking time for emergency pto for family care and paying per emergency rate.
   s. Work from home with flexible schedule.
   t. We allow teleworking for all staff as long as their job description can be fulfilled remotely. Care for children is encouraged with an understanding that we will put in 40 hours, minimum, of work at any time throughout the week.
   u. They charge for the time they work and will use the emergency paid sick leave to fill in the gap.