

Q1 How do you define essential? Which functions/personnel are being given priority to return to the workplace?

Answered: 13 Skipped: 1

#	RESPONSES	DATE
1	We are phasing back employees on a volunteer basis. Currently, about 50% of the workforce has volunteered to return, and we are phasing in 2 modules MWF or TTh about 60 employees per day, out of 260.	8/19/2020 9:47 PM
2	Our entire team is able to work from home.	8/19/2020 8:33 PM
3	IT support and facilities have been identified as essential as well as other key positions - CEO, Head of Investments, etc.	8/19/2020 4:14 PM
4	Acquisition and asset management personnel.	8/19/2020 11:42 AM
5	Building (security, engineering and janitorial) and property management staff.	8/19/2020 11:00 AM
6	Myself and Head of IT have been in the office regularly. Everyone else not required to come into the office.	8/19/2020 10:41 AM
7	Currently we do not define any of our employees as "essential" however, our Transactions and Asset Management teams are the ones who are returning to the office during the voluntary reopening the most compared to other departments. AS such, we are giving the transactions and asset management teams priority to return to the office.	8/19/2020 10:38 AM
8	Office opened 6/1	8/19/2020 10:13 AM
9	Sr level and deal team	8/17/2020 8:29 PM
10	Essential is anyone working directly with the public in a customer service capacity - All of our onsite property staff are essential, select group in Corporate are essential for check printing, office administration, etc.	8/17/2020 3:06 PM
11	At this time, the AIG's Equity Real Estate team does not have any essential worker designations	8/17/2020 2:35 PM
12	We have not defined anyone as essential or non-essential.	8/17/2020 1:10 PM
13	NA; voluntary return	8/17/2020 1:08 PM

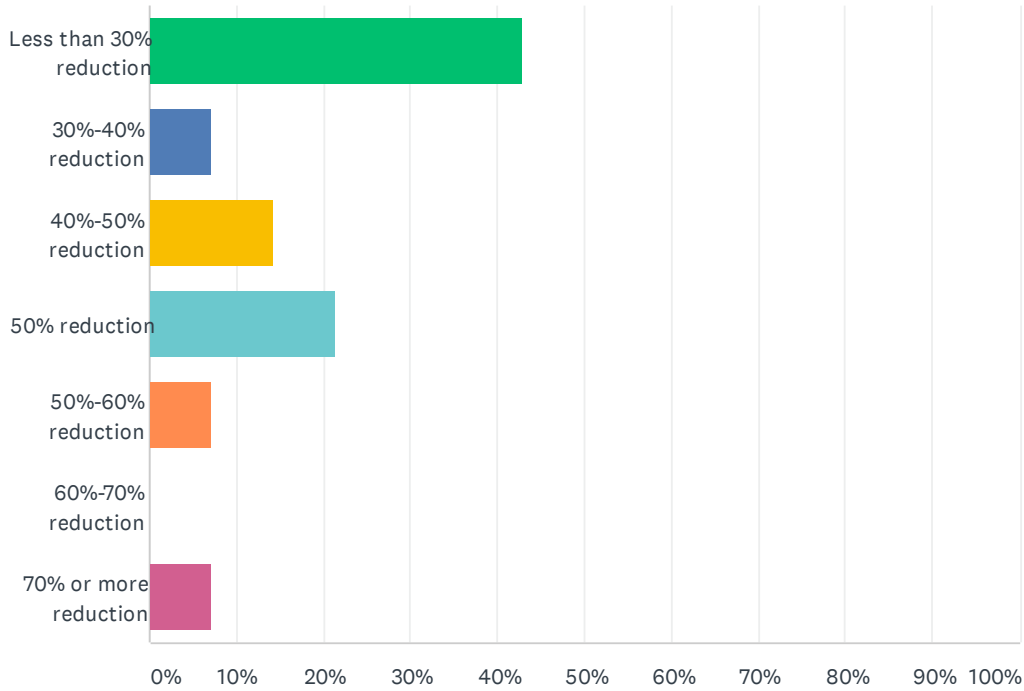
Q2 What date has been earmarked for the start of your organization's return?

Answered: 14 Skipped: 0

#	RESPONSES	DATE
1	We started back on a pilot basis on July 20 for 2 weeks and then rolled into our phasing plan, as described above, on August 3rd.	8/19/2020 9:47 PM
2	While it depends on each state, we're targeting January	8/19/2020 8:33 PM
3	September 14, 2020 at 25% or less of normal capacity and on an invitation only basis	8/19/2020 4:14 PM
4	Still TBD	8/19/2020 11:42 AM
5	We have partially returned to the office (staggered shifts) however, we can't return to full staff as the city where our corporate office is located has mandated 25% office occupancy.	8/19/2020 11:00 AM
6	No date set.	8/19/2020 10:41 AM
7	Right now we have been open since 6/8/20 on a voluntary basis, with the need to keep to 50% or under for occupancy of the office. We are staying voluntary through 1/3/21, with the hopes to open back up at 100% capacity on 1/4/21.	8/19/2020 10:38 AM
8	office opened 6/1	8/19/2020 10:13 AM
9	Mid-October so far, but the date has already been pushed back several times.	8/18/2020 4:45 PM
10	in process, began in July	8/17/2020 8:29 PM
11	Onsite staff have been at the offices since the beginning. Corporate staff are slated for a November estimated time to return to the office.	8/17/2020 3:06 PM
12	No sooner than January 2021	8/17/2020 2:35 PM
13	Mid-July was our voluntary return date with 50% occupancy, no set mandatory return date has been made yet.	8/17/2020 1:10 PM
14	10/1/2020	8/17/2020 1:08 PM

Q3 By what percentage will you reduce desk/seating capacity in your office?

Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 30% reduction	42.86%	6
30%-40% reduction	7.14%	1
40%-50% reduction	14.29%	2
50% reduction	21.43%	3
50%-60% reduction	7.14%	1
60%-70% reduction	0.00%	0
70% or more reduction	7.14%	1
TOTAL		14

Q4 How else will you reconfigure the office to enable physical distancing? (Conference rooms, kitchens, one-way corridors, reducing toilet capacity)

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	We have posted a reduced occupancy for conference rooms, kitchens, pantries, etc. Masks are required when away from your desk (or when you cannot maintain 6-foot separation).	8/19/2020 9:47 PM
2	Conference rooms will have very limited use. Kitchens will be limited and/or in terms of coffee, refrigerator use for luncheons.	8/19/2020 8:33 PM
3	Clearly marked chairs in conference rooms, closed breakroom and many of the focus rooms, one-person only in each restroom at a time.	8/19/2020 4:14 PM
4	Only largest conference room, one-way corridor, limited kitchen	8/19/2020 11:42 AM
5	One-way corridors, reduced restroom capacity and masks in common areas	8/19/2020 11:00 AM
6	Separating workstations Plexiglass partitions between workstations	8/19/2020 10:41 AM
7	One way traffic around office, all doors remain propped open all day, chairs removed from cafe and conference rooms	8/19/2020 10:38 AM
8	limit # of chairs in conference rooms, remove shared office equipment like staplers.	8/19/2020 10:13 AM
9	We are achieving 50% reduction in office capacity by dividing into 2 teams, each of which will be in the office on alternate days.	8/18/2020 4:45 PM
10	Conference room seating is reduced or closed depending on size, kitchens are closed, we have one-way hallways now designed.	8/17/2020 3:06 PM
11	Not yet disclosed by the AIG Taskforce assigned to determine the appropriate protocol when a reentry is permitted.	8/17/2020 2:35 PM
12	require social distancing; limit participants; clear markers; one way traffic	8/17/2020 1:08 PM

Q5 Are you doing shifts of employees to reduce office capacity? If so, how are the shifts determined, by team, split teams, etc.

Answered: 13 Skipped: 1

#	RESPONSES	DATE
1	Yes. Shifts are currently MWF or TTh and are organized by primarily by team. The department leaders were given the choice to organize volunteers by team or split teams, and most chose to organize by team.	8/19/2020 9:47 PM
2	No.	8/19/2020 8:33 PM
3	In the second wave, targeted for mid-October, there will be two shifts at 50% capacity	8/19/2020 4:14 PM
4	Shifts determined by teams or split teams	8/19/2020 11:42 AM
5	Office shifts based on every other office/workstation being in the occupied on specified days. M/T and Wed/Thurs shifts	8/19/2020 11:00 AM
6	We set up a calendar where people could sign up for a day to come into the office. Limited to ~20% of the team on any given day.	8/19/2020 10:41 AM
7	Yes, we are developing working groups, in which people in the same schedule are grouped together. For example, all student housing transactions employees come in on one day.	8/19/2020 10:38 AM
8	nope, office opened 6/1	8/19/2020 10:13 AM
9	We are achieving 50% reduction in office capacity by dividing into 2 teams, each of which will be in the office on alternate days. Teams are determined by who sits next to whom.	8/18/2020 4:45 PM
10	no, have less than 25 employees in any one office	8/17/2020 8:29 PM
11	We have split up our Corporate teams into four groups and have assigned them voluntary weeks to come in if they want. Once we return then they will be assigned weeks to be in the office.	8/17/2020 3:06 PM
12	Likely to have split-teams at 25% capacity, rotating weekly. Much of the detail planning will be driven by conditions closer to reentry date.	8/17/2020 2:35 PM
13	yes, split between Monday/Tuesday and Wednesday/Thursday with all home on Friday. Returning is voluntary at this point. HR determined the shifts mainly by teams.	8/17/2020 1:10 PM

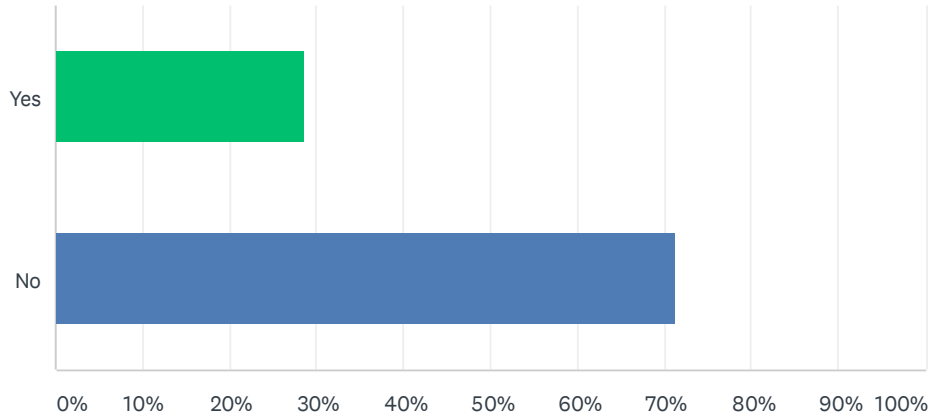
Q6 How will employees be allocated desks given reduced capacity? (Desk ticketing system, reservation system, what technology is being used?)

Answered: 13 Skipped: 1

#	RESPONSES	DATE
1	We are using an app called Dojo to assign designated seats to employees. The app helps managing the scheduling and distancing.	8/19/2020 9:47 PM
2	Reservation system for shared space/offices	8/19/2020 8:33 PM
3	Desk assignments to allow tracking of who is in during each shift	8/19/2020 4:14 PM
4	Reservations system	8/19/2020 11:42 AM
5	Staggered days in the office based on proximity. No side by side occupancy on the same day.	8/19/2020 11:00 AM
6	Everyone has their own workstation or office and nobody else is allowed to use them (or to go into or touch other employees' offices or workstations).	8/19/2020 10:41 AM
7	everyone will be at their own desks, as they are mostly all 6 ft apart.	8/19/2020 10:38 AM
8	N/A	8/19/2020 10:13 AM
9	We each have a permanent desk. No allocation will be done.	8/18/2020 4:45 PM
10	Everyone has their own space in Corporate whether it is a cube or office	8/17/2020 3:06 PM
11	likely a reservation system	8/17/2020 2:35 PM
12	NA	8/17/2020 1:10 PM
13	NA	8/17/2020 1:08 PM

Q7 Will you provide touchless tools to employees?

Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	28.57%	4
No	71.43%	10
TOTAL		14

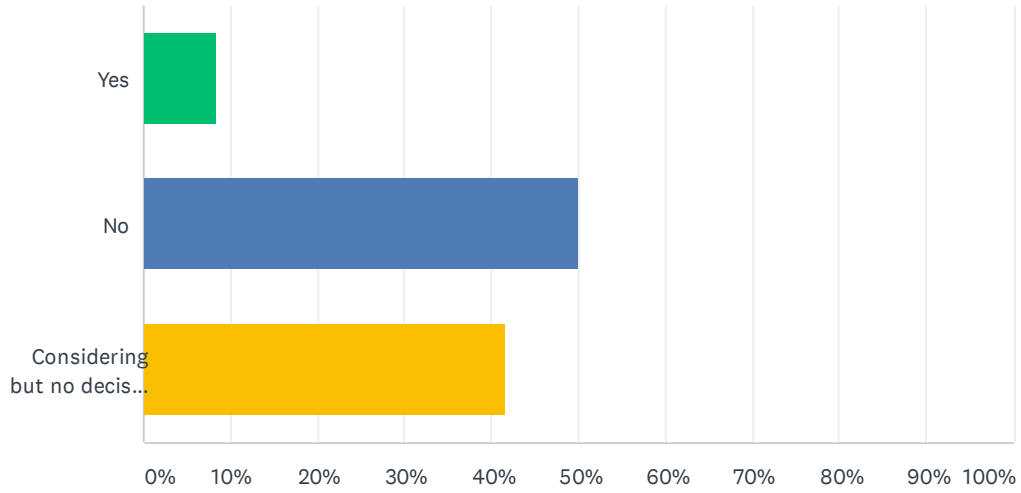
Q8 How will you track and trace team members in the event of an employee infection?

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	We are using the PwC app called ACT to track and trace employees.	8/19/2020 9:47 PM
2	With reservation system and badge data, we know who is in the office. If an infection is reported, we'll notify others who were in office on same days and times as infected employee.	8/19/2020 8:33 PM
3	Through our portal on the intranet that has been in place since April	8/19/2020 4:14 PM
4	TBD	8/19/2020 11:42 AM
5	Contact employees based on there days in the office.	8/19/2020 11:00 AM
6	Via the calendar which shows who was in the office on any given day.	8/19/2020 10:41 AM
7	At this point, it will be via email.	8/19/2020 10:38 AM
8	code of conduct	8/19/2020 10:13 AM
9	We have a isolation protocol while in the office and a call out procedure if home and showing symptoms.	8/17/2020 3:06 PM
10	not yet determined	8/17/2020 2:35 PM
11	Employee reports infection to HR and they communicate with whomever needs to know.	8/17/2020 1:10 PM
12	Self-reporting via App	8/17/2020 1:08 PM

Q9 Are you considering temperature/health screenings inside the workplace?

Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	8.33%	1
No	50.00%	6
Considering but no decision has yet been made	41.67%	5
TOTAL		12

Q10 What other measures are being introduced to keep team members comfortable during their time back in the workplace?

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	Employees must read and acknowledge protocols. Signage and regular communication is being used to raise awareness and provide reminders. Antibody rapid testing is available to employees and their families. Numerous touch-less capabilities and regular disinfecting is being provided. Plexiglass panels have been installed on workstations.	8/19/2020 9:47 PM
2	All of the above actions were designed to help team members get comfortable, but we are also only extending invitations through the next few months.	8/19/2020 4:14 PM
3	TBD	8/19/2020 11:42 AM
4	enhanced cleaning and masks in common areas	8/19/2020 11:00 AM
5	Masks to be worn in the common areas (lobby, cafe, to/from the restrooms).	8/19/2020 10:41 AM
6	masks are required at all times, outside of when you are at your personal workplace.	8/19/2020 10:38 AM
7	option to work from home, possibly until a vaccine.	8/19/2020 10:13 AM
8	Wear masks in the office and more frequent cleaning of communal areas & switches, buttons, doorknobs, etc.	8/18/2020 4:45 PM
9	We purchased branded masks and key hooks as well as cleaning and sanitizer kits for office/cube spaces.	8/17/2020 3:06 PM
10	Not yet determined. We understand that AIG will not require mandatory attendance, even on a reduced capacity basis until a vaccine or other remedy is widely available.	8/17/2020 2:35 PM
11	masks worn when not at their desk, hand sanitizer and wipes everywhere. One way traffic pattern around the office.	8/17/2020 1:10 PM
12	voluntary re-entry; employee rotation when official return occurs; mask requirement; staggered schedule, etc.	8/17/2020 1:08 PM

Q11 What travel will be deemed essential for the business?

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	Generally, commercial airline travel for business is still on hold. If airline travel is needed for due diligence or investor meetings, private airline travel is arranged.	8/19/2020 9:47 PM
2	All travel must be approved by executive committee in advance of trip. Quarantines post travel are imposed.	8/19/2020 8:33 PM
3	Client visits, property tours. No conferences or optional programs	8/19/2020 4:14 PM
4	Acquisition, Asset Management, Client requested	8/19/2020 11:42 AM
5	Travel restrictions remain in place.	8/19/2020 11:00 AM
6	Travel to job sites to check on construction is only travel being considered essential.	8/19/2020 10:41 AM
7	our Investor relations team can travel to see clients and the transactions and asset management team can travel to see assets	8/19/2020 10:38 AM
8	no travel by plane	8/19/2020 10:13 AM
9	All travel is banned for now and CEO approval is needed if essential for business.	8/17/2020 3:06 PM
10	Currently travel is not permitted. Exceptions are being made for local site visits the team can conduct in a single day with the use of their personal vehicle. Other exceptions include material in progress construction with issues or concerns.	8/17/2020 2:35 PM
11	When needed and approved at senior level	8/17/2020 1:10 PM
12	Requirement to acquire or dispose of an asset; assets in distress requiring immediate attention	8/17/2020 1:08 PM

Q12 Will local/regional travel by car be allowed, vs by public transport (plane or train).

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	Yes, local/regional travel intrastate is allowed. Travel out of state, or personal commercial airline travel requires quarantine for 7-14 days or proof of a negative test, to return to the office.	8/19/2020 9:47 PM
2	In many cases, that has already been allowed on a case by case basis.	8/19/2020 4:14 PM
3	Car travel and plane as needed	8/19/2020 11:42 AM
4	Travel restrictions remain in place however, with approval a regional trip may occur to non "hot spots"	8/19/2020 11:00 AM
5	Car travel has been frequent during the past 5 months. No public transit allowed.	8/19/2020 10:41 AM
6	Yes, both. But if you travel to a hot spot city (deemed by the city of Chicago) you are required to work remotely for 14 days following your return to Chicago	8/19/2020 10:38 AM
7	yes	8/19/2020 10:13 AM
8	yes	8/17/2020 8:29 PM
9	Car and train travel are allowed but if take a plane, there is 72 hour quarantine time after trip if domestic and 14 days if international or major hot spot.	8/17/2020 3:06 PM
10	Yes, however this still needs to be approved on a case by case basis.	8/17/2020 2:35 PM
11	yes	8/17/2020 1:10 PM
12	Car preferable; plane if exceeds distance 3 hours	8/17/2020 1:08 PM

Q13 How are you addressing mass transit concerns?

Answered: 10 Skipped: 4

#	RESPONSES	DATE
1	Have not solved at this point.	8/19/2020 9:47 PM
2	Allowing employees to make the decision on their own - if that is the only way to get to the office.	8/19/2020 4:14 PM
3	Currently no mass transit users	8/19/2020 11:42 AM
4	mass transit has not been a concern because of the enhanced cleaning and low ridership across our area	8/19/2020 11:00 AM
5	Not allowed.	8/19/2020 10:41 AM
6	encouraging people to NOT use mass transit by reimbursing employees for 50% of their transportation costs to the office including; parking, rideshare, bike rental, cab, etc	8/19/2020 10:38 AM
7	n/a	8/19/2020 10:13 AM
8	We are not for now since all Corporate are remote.	8/17/2020 3:06 PM
9	TBD	8/17/2020 2:35 PM
10	TBD	8/17/2020 1:08 PM

Q14 How will the following in-person processes change amid physical distancing requirements?

Answered: 13 Skipped: 1

ANSWER CHOICES	RESPONSES	
Capital raising and investor due diligence	100.00%	13
Acquisitions and site tours	100.00%	13
Environmental and property due diligence	100.00%	13
HR: interviewing and onboarding new employees	100.00%	13
Internal committees (Investment, executive, diversity, risk)	100.00%	13

#	CAPITAL RAISING AND INVESTOR DUE DILIGENCE	DATE
1	Virtual or private air travel	8/19/2020 9:47 PM
2	Most is on line	8/19/2020 8:33 PM
3	More video meetings, but still some travel will be expected	8/19/2020 4:14 PM
4	Mostly distanced	8/19/2020 11:42 AM
5	should come back sooner than other areas	8/19/2020 11:00 AM
6	All by video conference call.	8/19/2020 10:41 AM
7	moving to more virtual meetings	8/19/2020 10:38 AM
8	wear a mask.	8/19/2020 10:13 AM
9	more zoom, lessin person	8/17/2020 8:29 PM
10	Most activities will not change since mostly virtual and questionnaires now.	8/17/2020 3:06 PM
11	All virtual for now	8/17/2020 2:35 PM
12	TBD--phone calls and Zoom	8/17/2020 1:10 PM
13	virtual	8/17/2020 1:08 PM

NAREIM Member Survey: Real estate investment management best practices for returning to the workplace

#	ACQUISITIONS AND SITE TOURS	DATE
1	Covered by regional personnel or private air travel	8/19/2020 9:47 PM
2	Will do on site, preferably with local teams who are within driving distance	8/19/2020 8:33 PM
3	Virtual tours have been introduced, but some travel will be expected	8/19/2020 4:14 PM
4	Limited team site tours	8/19/2020 11:42 AM
5	social distanced tours have occurred	8/19/2020 11:00 AM
6	Proceeding with masks.	8/19/2020 10:41 AM
7	beginning to start traveling again to see sites	8/19/2020 10:38 AM
8	wear a mask.	8/19/2020 10:13 AM
9	no change	8/17/2020 8:29 PM
10	Drive to asset via car and tapping into field teams to help if closer.	8/17/2020 3:06 PM
11	On exception basis when local travel with personal vehicle is available.	8/17/2020 2:35 PM
12	TBD	8/17/2020 1:10 PM
13	virtual	8/17/2020 1:08 PM

#	ENVIRONMENTAL AND PROPERTY DUE DILIGENCE	DATE
1	Covered by regional personnel or private air travel	8/19/2020 9:47 PM
2	Local third parties	8/19/2020 8:33 PM
3	Virtual tours have been introduced, but some travel will be expected	8/19/2020 4:14 PM
4	Increased reliance on local third party	8/19/2020 11:42 AM
5	social distance tours have occurred	8/19/2020 11:00 AM
6	Proceeding with masks.	8/19/2020 10:41 AM
7	beginning to start traveling again	8/19/2020 10:38 AM
8	consultants no change	8/19/2020 10:13 AM
9	no change	8/17/2020 8:29 PM
10	Done safely only if required by law or agency	8/17/2020 3:06 PM
11	On exception basis when local travel with personal vehicle is available.	8/17/2020 2:35 PM
12	TBD	8/17/2020 1:10 PM
13	hybrid: virtual (some in person)	8/17/2020 1:08 PM

NAREIM Member Survey: Real estate investment management best practices for returning to the workplace

#	HR: INTERVIEWING AND ONBOARDING NEW EMPLOYEES	DATE
1	Virtual	8/19/2020 9:47 PM
2	Online	8/19/2020 8:33 PM
3	Video, online was already part of the onboarding, no changes expected	8/19/2020 4:14 PM
4	Increased remote on-boarding	8/19/2020 11:42 AM
5	zoom calls however they are not as effective as face to face	8/19/2020 11:00 AM
6	Video conference calls and meetings in outdoor settings.	8/19/2020 10:41 AM
7	will begin 9/8/20 to do in person interviews.	8/19/2020 10:38 AM
8	zoom or in office	8/19/2020 10:13 AM
9	no change	8/17/2020 8:29 PM
10	All remote/virtual	8/17/2020 3:06 PM
11	All virtual for now	8/17/2020 2:35 PM
12	conference calls/Zoom	8/17/2020 1:10 PM
13	virtual	8/17/2020 1:08 PM
#	INTERNAL COMMITTEES (INVESTMENT, EXECUTIVE, DIVERSITY, RISK)	DATE
1	Virtual or in-person with proper distancing	8/19/2020 9:47 PM
2	online	8/19/2020 8:33 PM
3	Video, online was already part of the onboarding, no changes expected, since we are a global business with many regional offices.	8/19/2020 4:14 PM
4	Continued virtual for majority of people	8/19/2020 11:42 AM
5	Zoom calls for the time being	8/19/2020 11:00 AM
6	All by video conference call.	8/19/2020 10:41 AM
7	all still moving forward but meeting virtually	8/19/2020 10:38 AM
8	zoom or in office	8/19/2020 10:13 AM
9	no change	8/17/2020 8:29 PM
10	All remote/virtual	8/17/2020 3:06 PM
11	All virtual for now	8/17/2020 2:35 PM
12	Zoom	8/17/2020 1:10 PM
13	virtual	8/17/2020 1:08 PM

Q15 How are you approaching employees and families at higher risk of infection and those with school-age children if schools remain closed through September? Are you providing help with FSA contributions/caretaker costs/PTO?

Answered: 13 Skipped: 1

#	RESPONSES	DATE
1	Return to the office is purely on a voluntary basis. Employees that are at a higher risk or have school-aged children are encouraged to continue to work from home.	8/19/2020 9:47 PM
2	Expanding EAP resources	8/19/2020 8:33 PM
3	Not at this time, but we are exploring	8/19/2020 4:14 PM
4	Increased PTO; WFH capability through July 2021	8/19/2020 11:42 AM
5	Following the federal FMLA and enhanced FMLA guidelines	8/19/2020 11:00 AM
6	No decision has been made in this regard.	8/19/2020 10:41 AM
7	we are allowing them to work fully remotely through the end of the year. As an aside, we provide match at 50% for dependent care costs.	8/19/2020 10:38 AM
8	work from home until vaccine	8/19/2020 10:13 AM
9	Flexibility to work from home (98% of roles) if employee prefers	8/18/2020 4:45 PM
10	Have allowed everyone to work from home and given extra sick an vacation time	8/17/2020 8:29 PM
11	We have not gotten to decisions yet on this, but want to be as flexible as we can.	8/17/2020 3:06 PM
12	TBD - AIG has just expanded the VTO or Volunteer Time Off program to allow parents to use that time towards participating in reopening committees, events or being more available for their children's virtual curriculum	8/17/2020 2:35 PM
13	Ability to continue remote work	8/17/2020 1:08 PM

Q16 Have you changed PTO policies in light of Covid-19 and stay-at-home restrictions?

Answered: 13 Skipped: 1

#	RESPONSES	DATE
1	Yes. PTO has been relaxed and work/stay at home is acceptable.	8/19/2020 9:47 PM
2	No	8/19/2020 8:33 PM
3	Yes, we issued 10 additional PTO days for hourly employees - specifically for COVID-19. Unsure if the additional 10 days will be needed in 2021 or beyond, but they will go away most likely in early 2021.	8/19/2020 4:14 PM
4	Increased for specific use during summer	8/19/2020 11:42 AM
5	not to date however, we are looking into it in greater detail as PTO has not been taken	8/19/2020 11:00 AM
6	Everyone has proven to be highly productive working from home and can continue to work from home for as long as they desire.	8/19/2020 10:41 AM
7	We give up to 10 additional days for an employee to use if they (or a family member) get COVID.	8/19/2020 10:38 AM
8	no	8/19/2020 10:13 AM
9	No	8/18/2020 4:45 PM
10	We added a Pandemic plan to help out with being home with symptoms if not able to physically work.	8/17/2020 3:06 PM
11	NO	8/17/2020 2:35 PM
12	No	8/17/2020 1:10 PM
13	Yes; allowed more flexibility around carry-over time	8/17/2020 1:08 PM

Q17 What has worked well in working-from-home? What elements should remain for the longer-term?

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	Back office support functions have worked fine remotely. One of our strengths as an organization is a strong culture. That has helped make the transition to working remotely, but long term, we are a better company working together in a collaborative environment.	8/19/2020 9:47 PM
2	WFH has been effective. Will likely allow employees more options/more days to WFH	8/19/2020 8:33 PM
3	Most of our operations were already designed to be mobile and that greatly helped our move to mandatory WFH. No real change is anticipated.	8/19/2020 4:14 PM
4	Technology; acceptance of virtual participation; increased flexibility and acceptance for WFH (Friday, summer etc.)	8/19/2020 11:42 AM
5	task forces and group work	8/19/2020 11:00 AM
6	Frequent one-on-one check-ins via phone in addition to a large number of regularly scheduled team / "all-hands" calls.	8/19/2020 10:41 AM
7	we sent everyone a work from home kit, which was very helpful. it was a monitor, cables, keyboard and mouse. We have also been engaging the entire company virtually, which really helped. That said, we are NOT going to continue remote work once we are able to bring everyone back	8/19/2020 10:38 AM
8	none	8/19/2020 10:13 AM
9	For the Corporate population it has been great and very productive. We have started to review roles and discuss about future remote opportunities. I assume more work from home will be implementated.	8/17/2020 3:06 PM
10	Majority of the employees would desire to split their time between the office and WFH. We believe this experience will provide more flexibility overall to approve such arrangements.	8/17/2020 2:35 PM
11	We are cloud based technology and that has been a life saver...no issues working at home.	8/17/2020 1:10 PM
12	technology: virtual meetings	8/17/2020 1:08 PM

Q18 What questions are you most struggling with as you look to return to the workplace?

Answered: 12 Skipped: 2

#	RESPONSES	DATE
1	Mass transit and proper distancing and phasing once we ramp up to 75% or more employees in the office.	8/19/2020 9:47 PM
2	How do you train young employees who benefit greatly from in-person interactions and learning (almost) through osmosis.	8/19/2020 8:33 PM
3	The lack of amenities: coffee, microwaves, refrigerators, ability to eat away from your desk without going out to a restaurant due to the breakrooms and shared rooms being closed.	8/19/2020 4:14 PM
4	Safety elements vs culture elements; managing differing attitudes on safety protocols - enforcement	8/19/2020 11:42 AM
5	Child care and remote learning and lack confirmed procedures have hampered our ability to develop continuity	8/19/2020 11:00 AM
6	Across the company, perceptions of Covid vary widely. How will we as a team handle that "gap", as some employees have been very active throughout (taking too much risk?) and some have spent the past 5 months in their proverbial basement (over-reacting?). Uber cautious folks are extremely judge-y judge-y of those who do not share their abundance of caution.	8/19/2020 10:41 AM
7	When to mandate that everyone come back and how to get people physically to work give mass transit concerns.	8/19/2020 10:38 AM
8	office opened 6/1, been seamless, zero issues.	8/19/2020 10:13 AM
9	Second wave, school year for parents and public transportation for city team members	8/17/2020 3:06 PM
10	1.) what will flu season bring 2.) what type how often will be experience the disruption of identified employee covid cases cause once permitted to reopen 3.) comfort level with regard to public transport 4.) risk of intermittent school closures and/or other daycare disruptions	8/17/2020 2:35 PM
11	What if someone comes down with Covid or lives with someone who does.	8/17/2020 1:10 PM
12	public transportation; how to handle a second wave in the winter	8/17/2020 1:08 PM