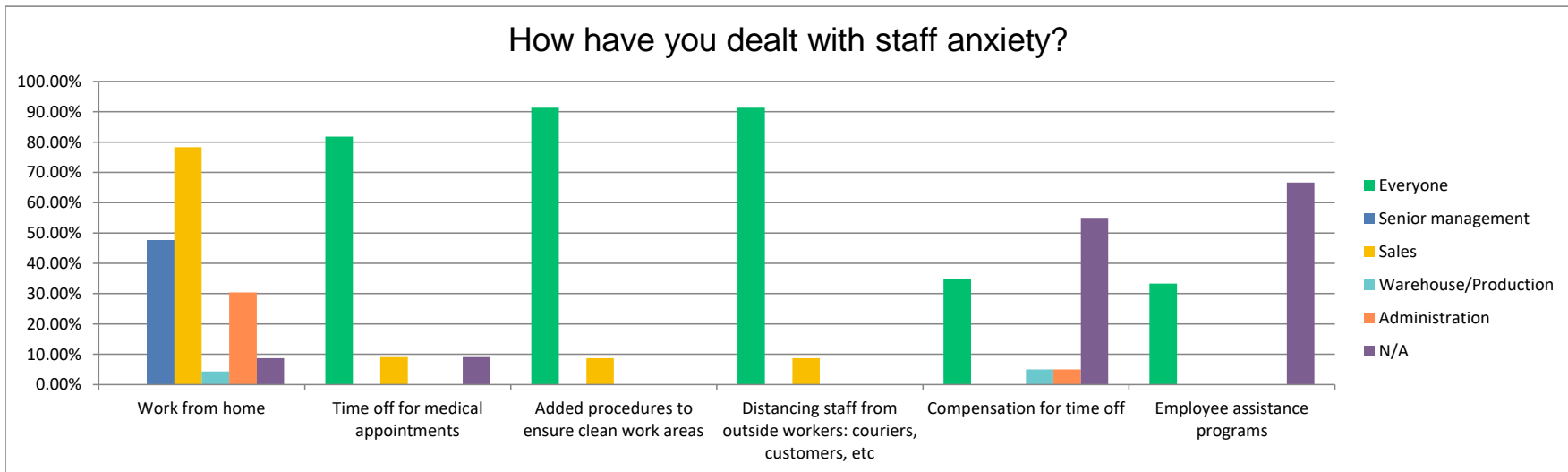


## CFPA COVID-19 Response

### How have you dealt with staff anxiety?

	Everyone	Senior management	Sales	Warehouse/Product	Administration	N/A	Total						
Work from home	0.00%	0	47.83%	11	78.26%	18	4.35%	1	30.43%	7	8.70%	2	23
Time off for medical appointments	81.82%	18	0.00%	0	9.09%	2	0.00%	0	0.00%	0	9.09%	2	22
Added procedures to ensure clean work areas	91.30%	21	0.00%	0	8.70%	2	0.00%	0	0.00%	0	0.00%	0	23
Distancing staff from outside workers: couriers, customers, etc	91.30%	21	0.00%	0	8.70%	2	0.00%	0	0.00%	0	0.00%	0	23
Compensation for time off	35.00%	7	0.00%	0	0.00%	0	5.00%	1	5.00%	1	55.00%	11	20
Employee assistance programs	33.33%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	66.67%	4	6
Other (please specify)													4



#### Other (please specify)

Ongoing communication on how the company is doing. Advising employees of Gov't programs to assist small business that will help secure jobs.

compensation for key personnel

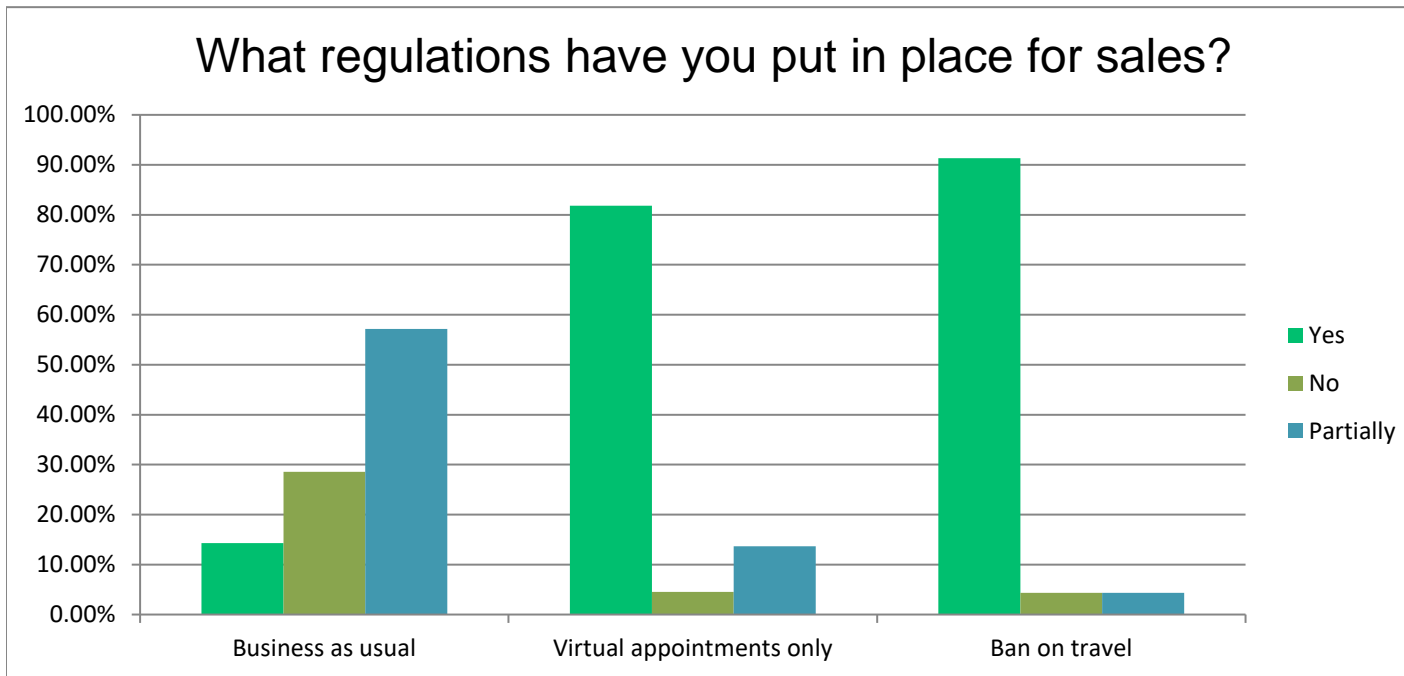
Our engineer self-isolated after a vacation, and we topped him up.

Work from Home: is on a rotating basis depending on the position as well

## CFPA COVID-19 Response

### What regulations have you put in place for sales?

	Yes	No	Partially	Total
Business as usual	14.29% 3	28.57% 6	57.14% 12	21
Virtual appointments only	81.82% 18	4.55% 1	13.64% 3	22
Ban on travel	91.30% 21	4.35% 1	4.35% 1	23
Other (please specify)				2



#### Other (please specify)

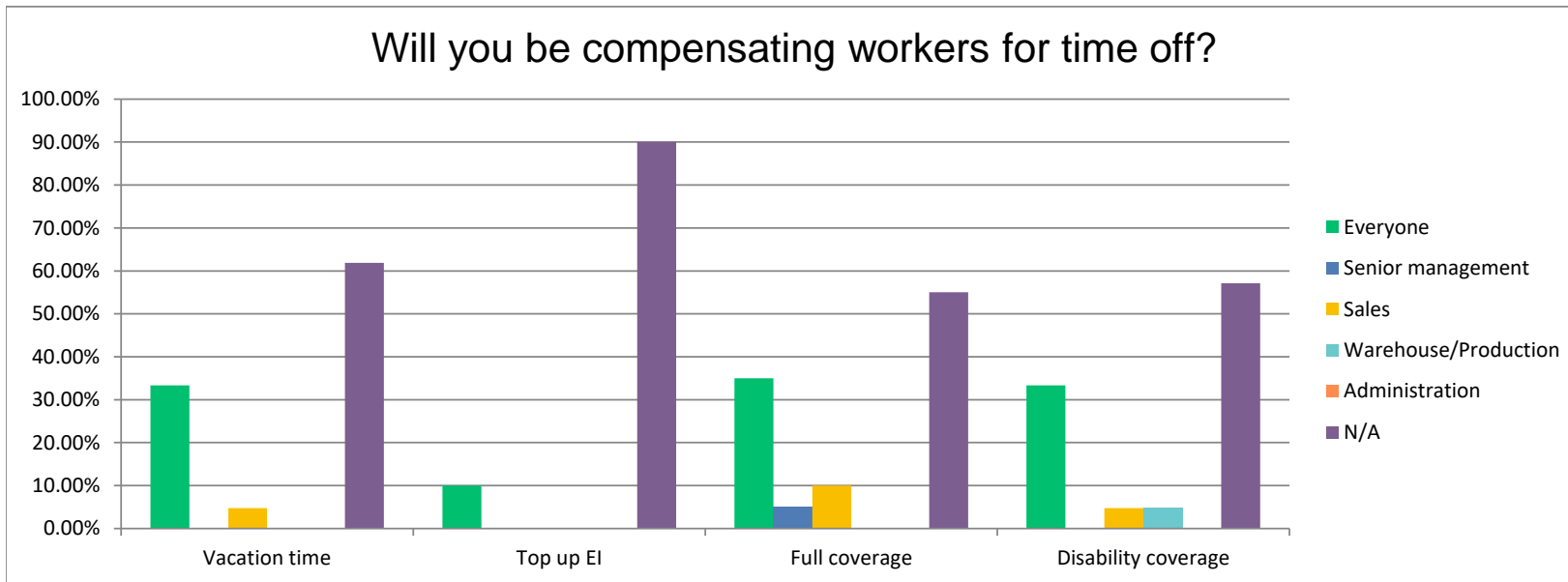
Visits only for breakdown situations.

There is a lot more conference calling and Web Meetings!

## CFPA COVID-19 Response

### Will you be compensating workers for time off?

	Everyone	Senior management	Sales	Warehouse/Productio	Administration	N/A	Total						
Vacation time	33.33%	7	0.00%	0	4.76%	1	0.00%	0	0.00%	0	61.90%	13	21
Top up EI	10.00%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	90.00%	18	20
Full coverage	35.00%	7	5.00%	1	10.00%	2	0.00%	0	0.00%	0	55.00%	11	20
Disability coverage	33.33%	7	0.00%	0	4.76%	1	4.76%	1	0.00%	0	57.14%	12	21
For EI top up, please specify %													1

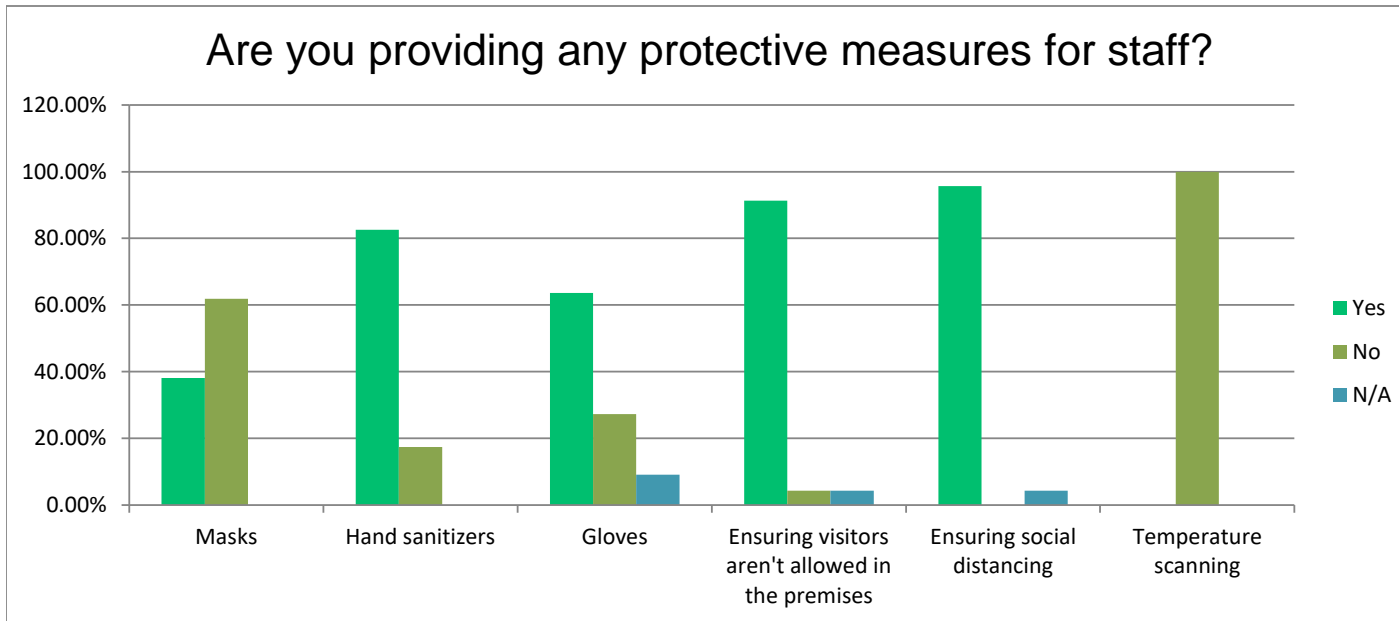


For EI top up, please specify %  
25%

## CFPA COVID-19 Response

### Are you providing any protective measures for staff?

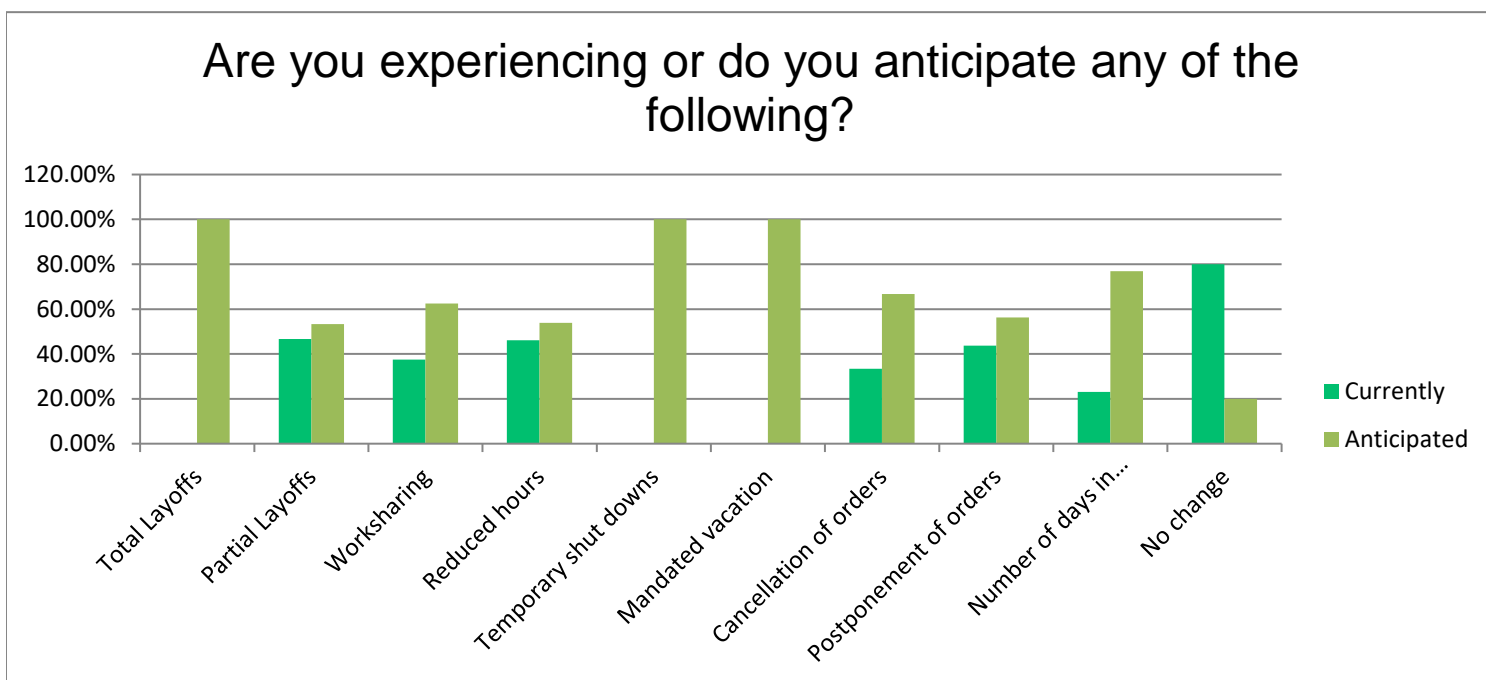
	Yes	No	N/A	Total
Masks	38.10% 8	61.90% 13	0.00% 0	21
Hand sanitizers	82.61% 19	17.39% 4	0.00% 0	23
Gloves	63.64% 14	27.27% 6	9.09% 2	22
Ensuring visitors aren't allowed in the premises	91.30% 21	4.35% 1	4.35% 1	23
Ensuring social distancing	95.65% 22	0.00% 0	4.35% 1	23
Temperature scanning	0.00% 0	100.00% 7	0.00% 0	7
Other (please specify)				0



## CFPA COVID-19 Response

Are you experiencing or do you anticipate any of the following?

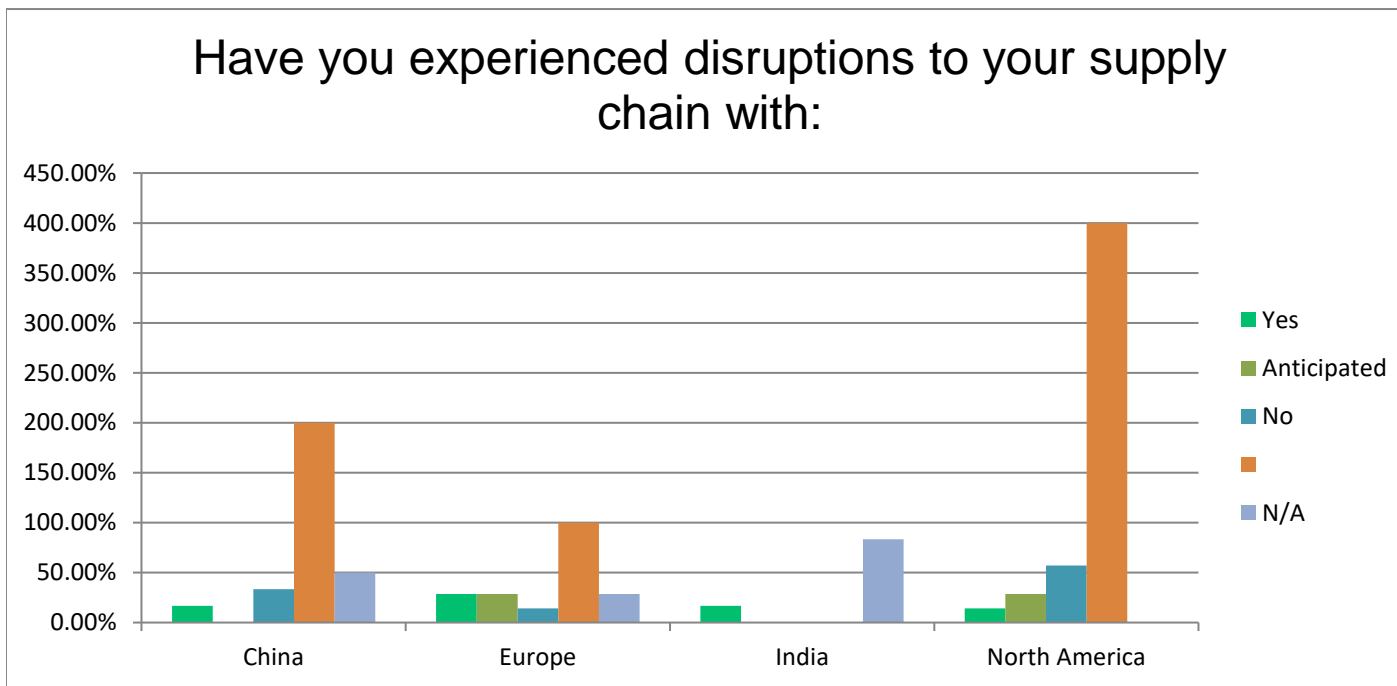
	Currently		Anticipated		Total
Total Layoffs	0.00%	0	100.00%	1	1
Partial Layoffs	46.67%	7	53.33%	8	15
Worksharing	37.50%	3	62.50%	5	8
Reduced hours	46.15%	6	53.85%	7	13
Temporary shut downs	0.00%	0	100.00%	3	3
Mandated vacation	0.00%	0	100.00%	1	1
Cancellation of orders	33.33%	4	66.67%	8	12
Postponement of orders	43.75%	7	56.25%	9	16
Number of days in accounts receivable	23.08%	3	76.92%	10	13
No change	80.00%	4	20.00%	1	5



## CFPA COVID-19 Response

Have you experienced disruptions to your supply chain with:

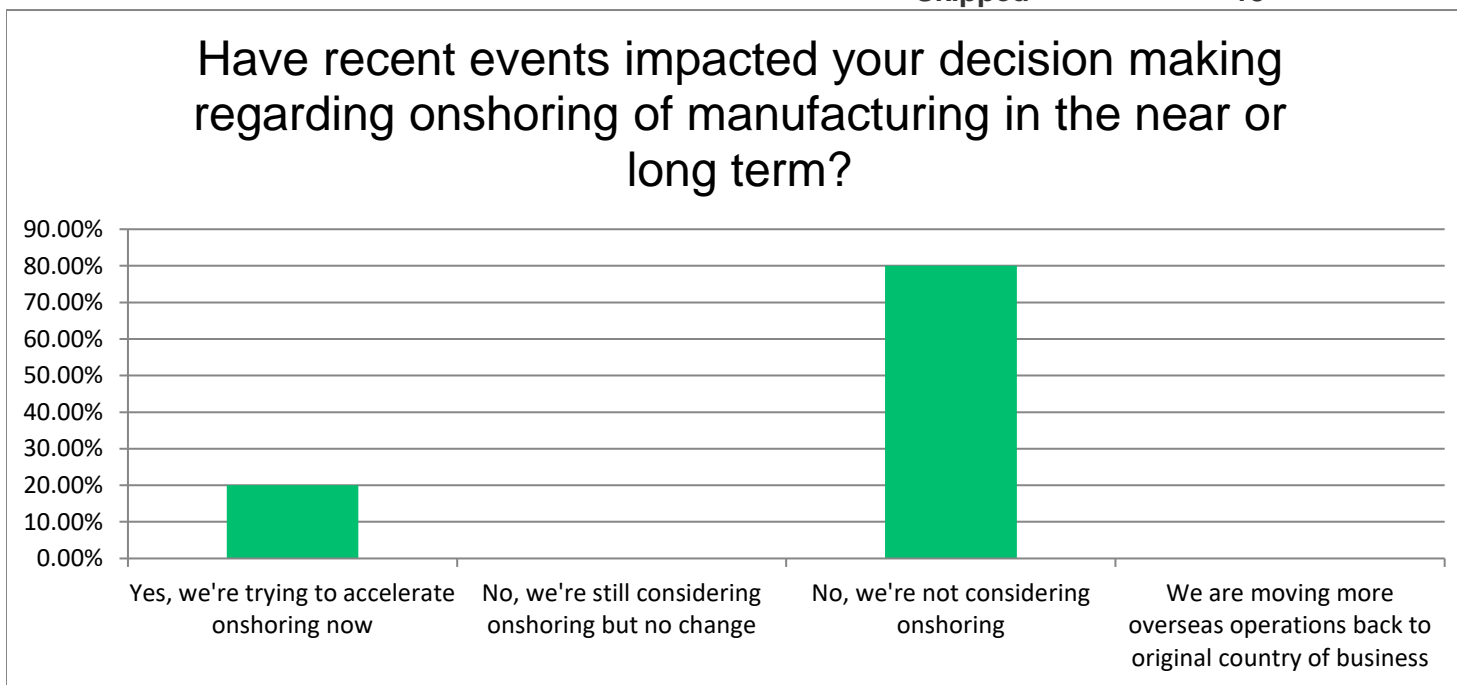
	Yes	Anticipated	No	N/A	Total
China	16.67% 1	0.00% 0	33.33% 2	50.00% 3	6
Europe	28.57% 2	28.57% 2	14.29% 1	28.57% 2	7
India	16.67% 1	0.00% 0	0.00% 0	83.33% 5	6
North America	14.29% 1	28.57% 2	57.14% 4	0.00% 0	7



## CFPA COVID-19 Response

**Have recent events impacted your decision making regarding onshoring of manufacturing in the near or long term?**

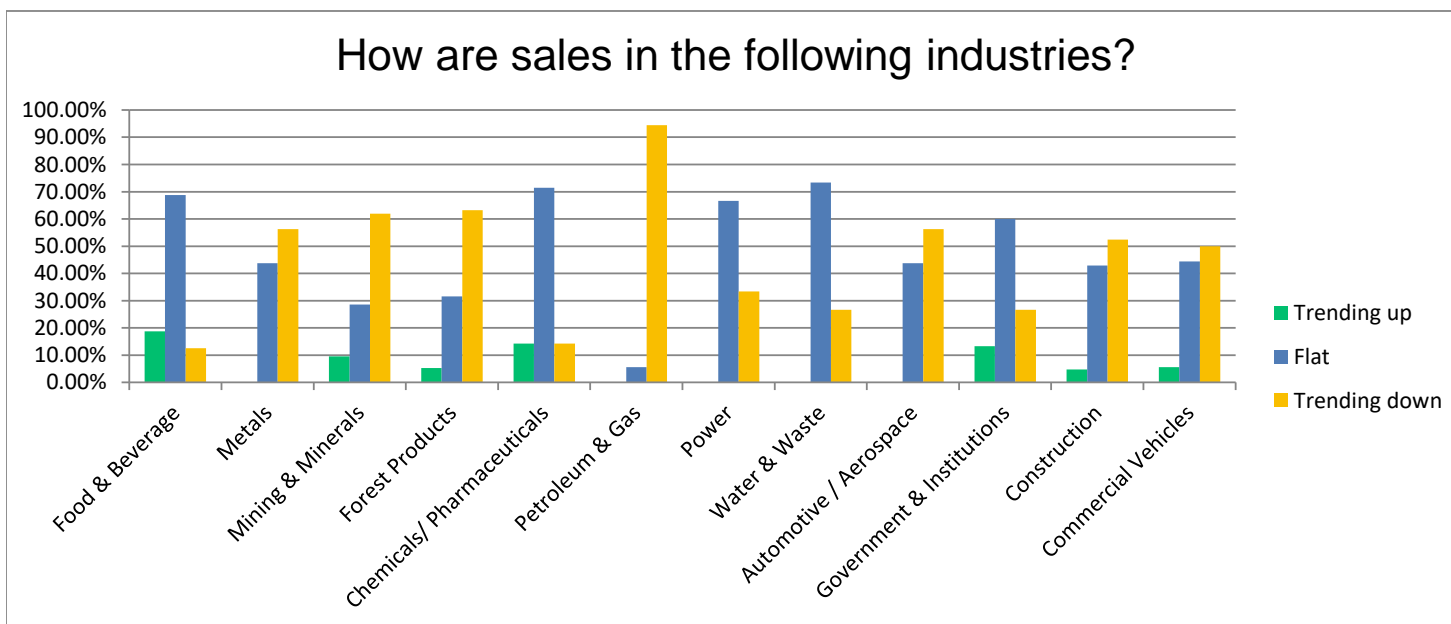
Answer Choices	Responses	
Yes, we're trying to accelerate onshoring now	20.00%	1
No, we're still considering onshoring but no change	0.00%	0
No, we're not considering onshoring	80.00%	4
We are moving more overseas operations back to original country of	0.00%	0
	<b>Answered</b>	<b>5</b>
	<b>Skipped</b>	<b>18</b>



## CFPA COVID-19 Response

### How are sales in the following industries?

	Trending up		Flat		Trending down		Total
Food & Beverage	18.75%	3	68.75%	11	12.50%	2	16
Metals	0.00%	0	43.75%	7	56.25%	9	16
Mining & Minerals	9.52%	2	28.57%	6	61.90%	13	21
Forest Products	5.26%	1	31.58%	6	63.16%	12	19
Chemicals/ Pharmaceuticals	14.29%	2	71.43%	10	14.29%	2	14
Petroleum & Gas	0.00%	0	5.56%	1	94.44%	17	18
Power	0.00%	0	66.67%	10	33.33%	5	15
Water & Waste	0.00%	0	73.33%	11	26.67%	4	15
Automotive / Aerospace	0.00%	0	43.75%	7	56.25%	9	16
Government & Institutions	13.33%	2	60.00%	9	26.67%	4	15
Construction	4.76%	1	42.86%	9	52.38%	11	21
Commercial Vehicles	5.56%	1	44.44%	8	50.00%	9	18

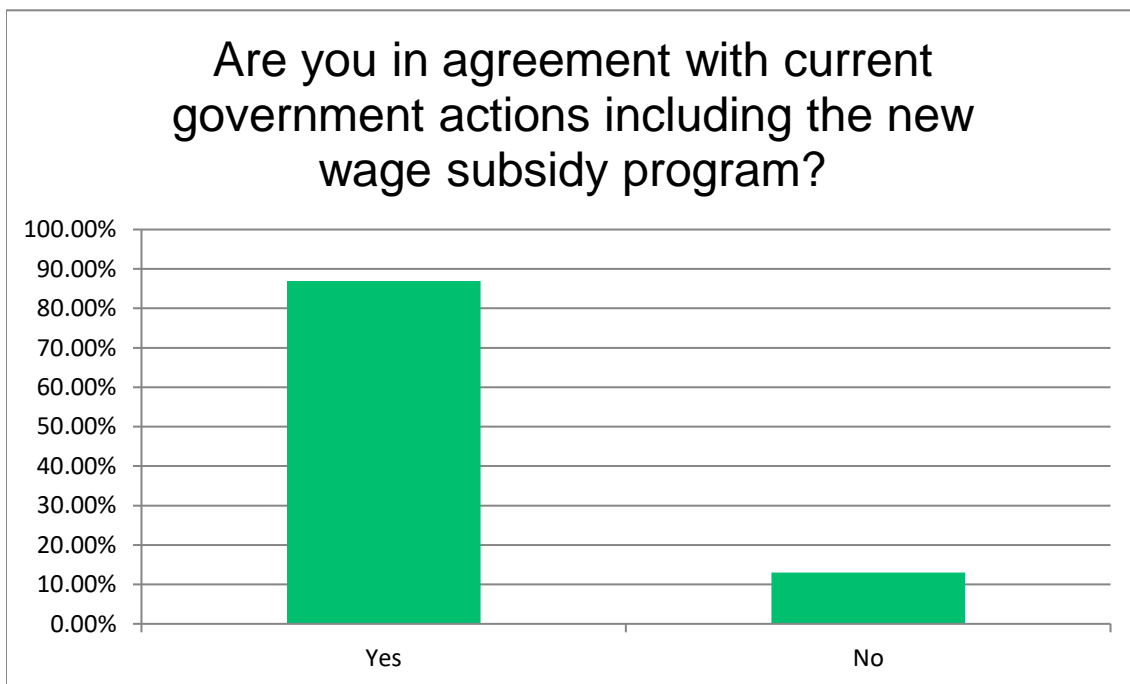




## CFPA COVID-19 Response

### Are you in agreement with current government actions including the new wage subsidy program?

Answer Choices	Responses
Yes	86.96% 20
No	13.04% 3
If no, please specify what you would like to see	



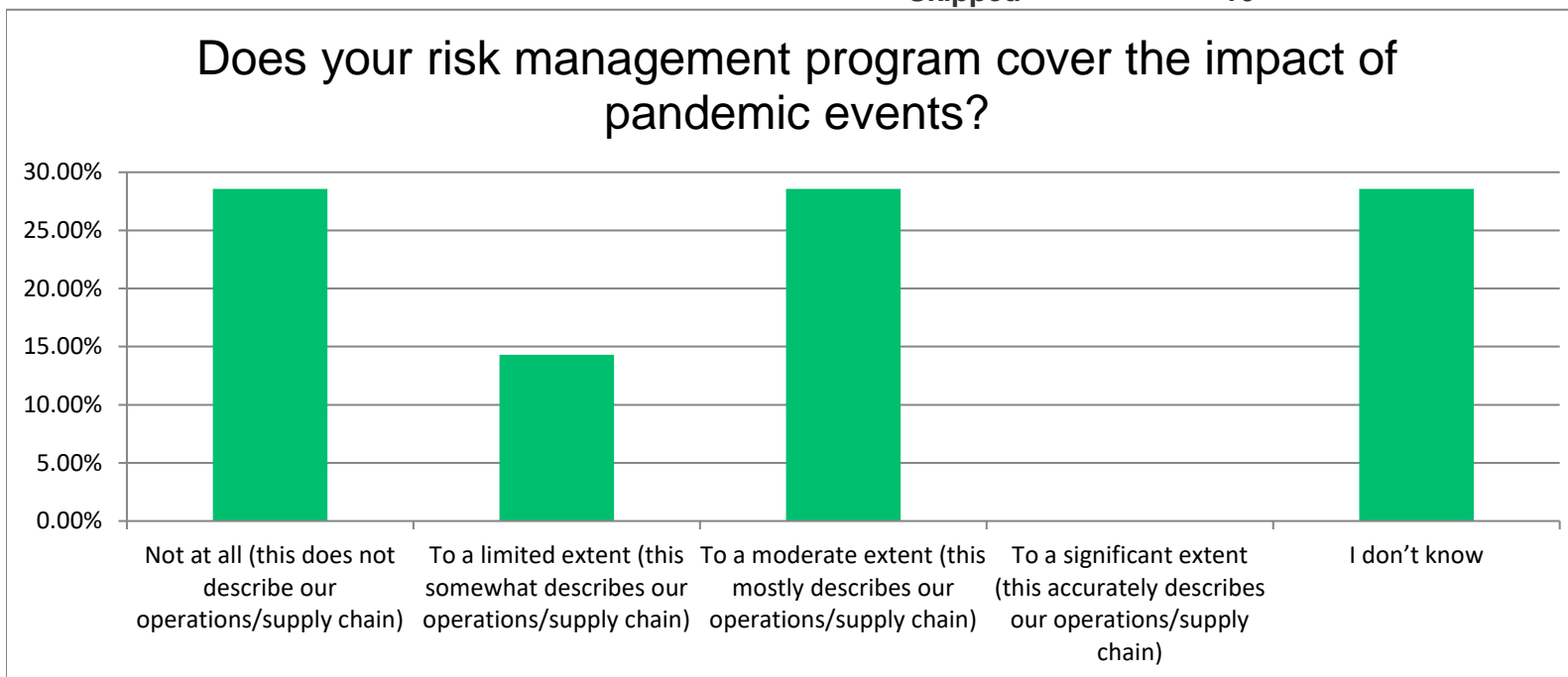
If no, please specify what you would like to see

For COVID-19, they're doing fine. But they should be laying off teachers to help recover the financial commitment of the relief package.  
would like to see stricter national guidelines to help flatten the curve sooner

## CFPA COVID-19 Response

### Does your risk management program cover the impact of pandemic events?

Answer Choices	Responses	
Not at all (this does not describe our operations/supply chain)	28.57%	2
To a limited extent (this somewhat describes our operations/supply chain)	14.29%	1
To a moderate extent (this mostly describes our operations/supply chain)	28.57%	2
To a significant extent (this accurately describes our operations/supply chain)	0.00%	0
I don't know	28.57%	2
	<b>Answered</b>	<b>7</b>
	<b>Skipped</b>	<b>16</b>



## CFPA COVID-19 Response

### What do you need now to keep your business profitable?

Mfg to start again.

A safe ramping up of the economy

More revenue

Gov't wage support programs.GST refundDeferred Property Taxes

control costs and expenses

Keep on keeping us informed please.

MORE OF THIS, COMMUNICATION WITHIN THE INDUSTRY

I like the email updated with information on matters related to this situation

keep providing industry information/surveys

Keep us inform on market trend

### Let's make a difference together, share ways your company and/or you have been helping others

Donating any safety supplies we have that are required by local health networks. Social Distancing - keeping our people safe so that the people around them are safe.

Ongoing communication. Humor.

We pay close attention to each employee's personal needs and wishes. We believe "people first, numbers second" is a great way to deal with this.

Donating any available PPE to local Health Networks

Share resources where possible in regards to products supporting the relief

Importing face masks from China for donation

Giving safety supply to local hospitals

### How many people in your company have been directly impacted by the virus?

6

5

3

None

none

From what we currently know, zero.

5

Nobody have virus actually

none

NONE AT THIS TIME

None

No positive cases (no testing)

0

1 (isolation after a trip)

0

0 - if you mean actually getting sick.

0

0