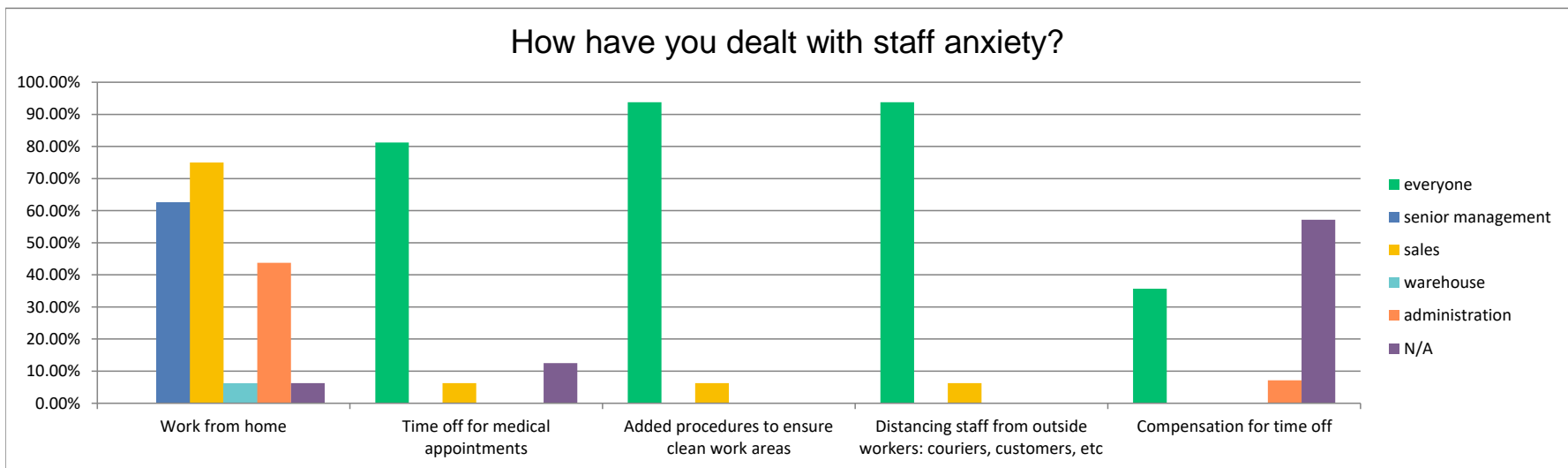


CFPA COVID-19 Response

How have you dealt with staff anxiety?

	everyone	senior managemen	sales	warehouse	administration	N/A	Total						
Work from home	0.00%	0	62.50%	10	75.00%	12	6.25%	1	43.75%	7	6.25%	1	16
Time off for medical appointments	81.25%	13	0.00%	0	6.25%	1	0.00%	0	0.00%	0	12.50%	2	16
Added procedures to ensure clean work areas	93.75%	15	0.00%	0	6.25%	1	0.00%	0	0.00%	0	0.00%	0	16
Distancing staff from outside workers: couriers, customers, etc	93.75%	15	0.00%	0	6.25%	1	0.00%	0	0.00%	0	0.00%	0	16
Compensation for time off	35.71%	5	0.00%	0	0.00%	0	0.00%	0	7.14%	1	57.14%	8	14
Other (please specify)													3



Other (please specify)

compensation for key personnal

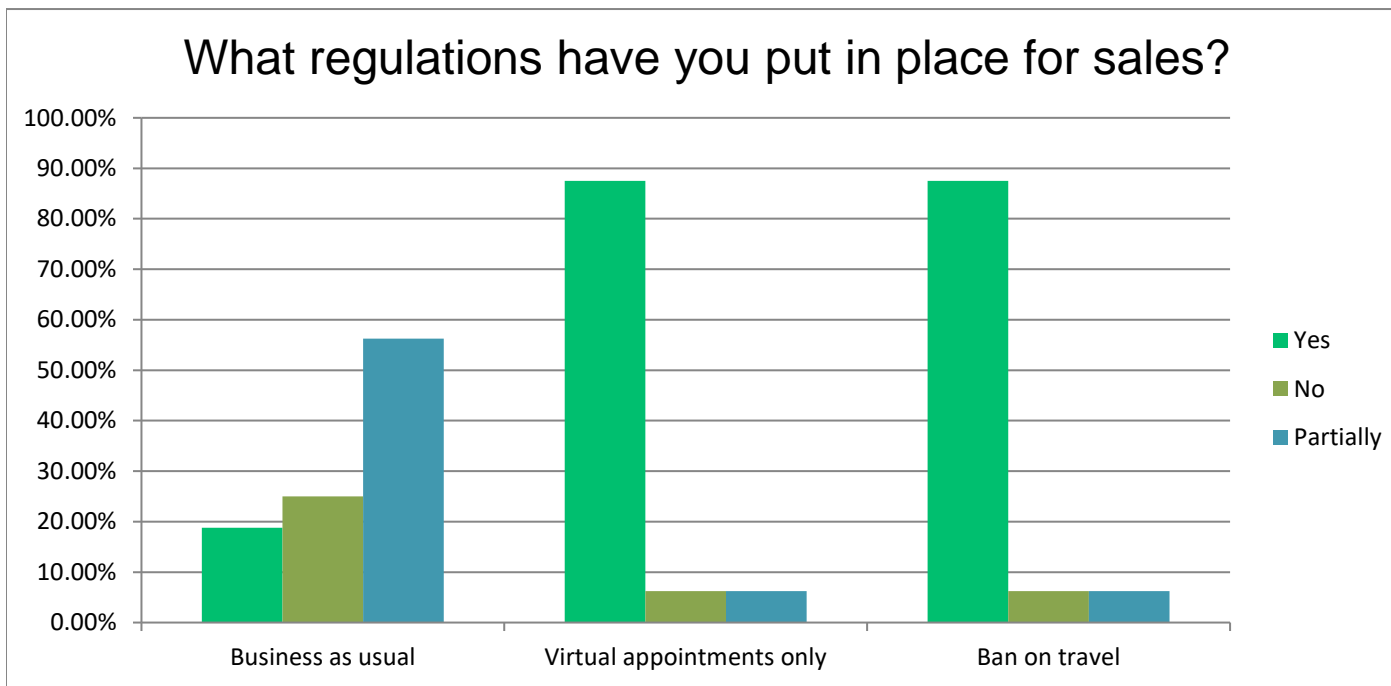
Our engineer self-isolated after a vacation, and we topped him up.

Work ffrom 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	18.75% 3	25.00% 4	56.25% 9	16
Virtual appointments only	87.50% 14	6.25% 1	6.25% 1	16
Ban on travel	87.50% 14	6.25% 1	6.25% 1	16
Other (please specify)				2



Other (please specify)

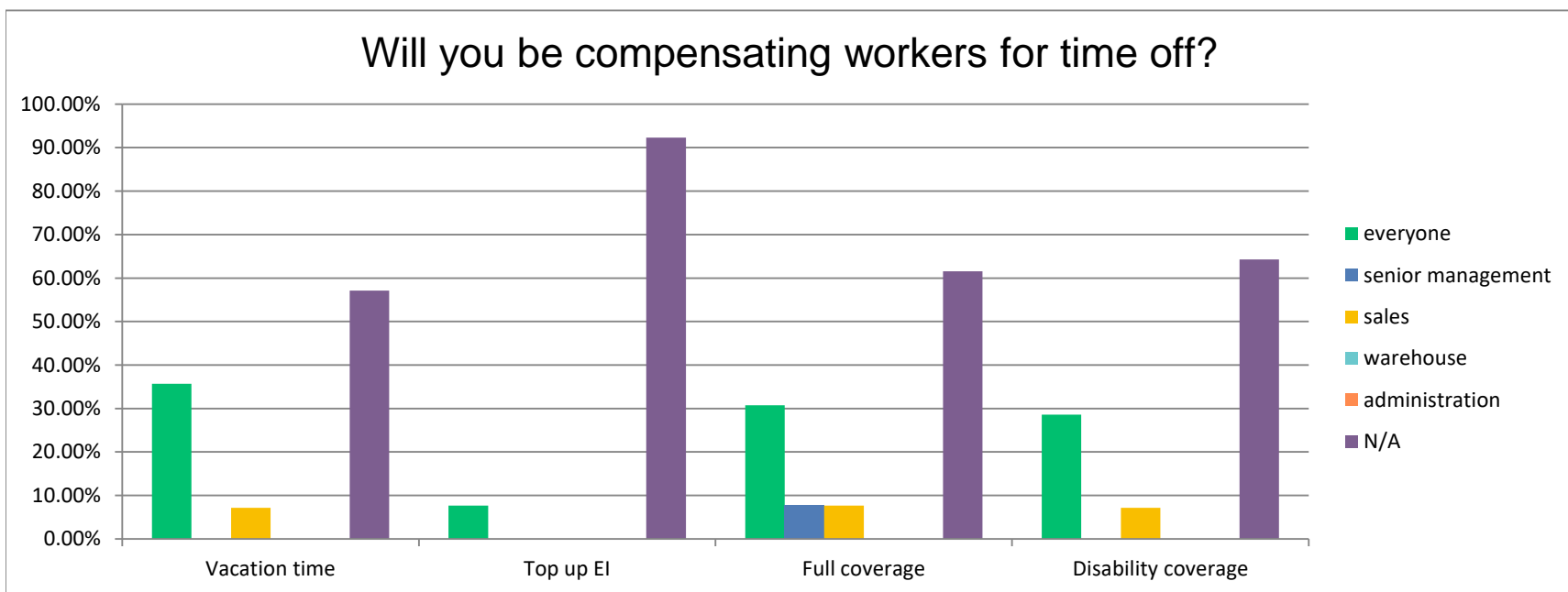
Visits only for breakdown situations.

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	administration	N/A	Total						
Vacation time	35.71%	5	0.00%	0	7.14%	1	0.00%	0	0.00%	0	57.14%	8	14
Top up EI	7.69%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	92.31%	12	13
Full coverage	30.77%	4	7.69%	1	7.69%	1	0.00%	0	0.00%	0	61.54%	8	13
Disability coverage	28.57%	4	0.00%	0	7.14%	1	0.00%	0	0.00%	0	64.29%	9	14
For EI top up, please specify %													1



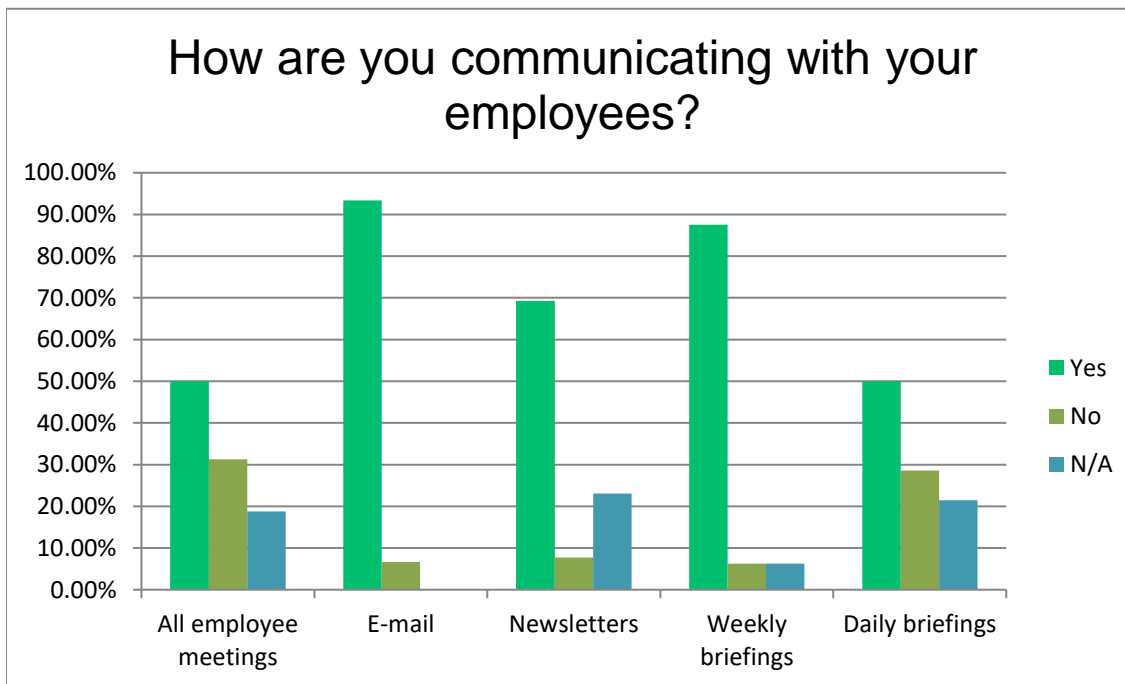
For EI top up, please specify %

25%

CFPA COVID-19 Response

How are you communicating with your employees?

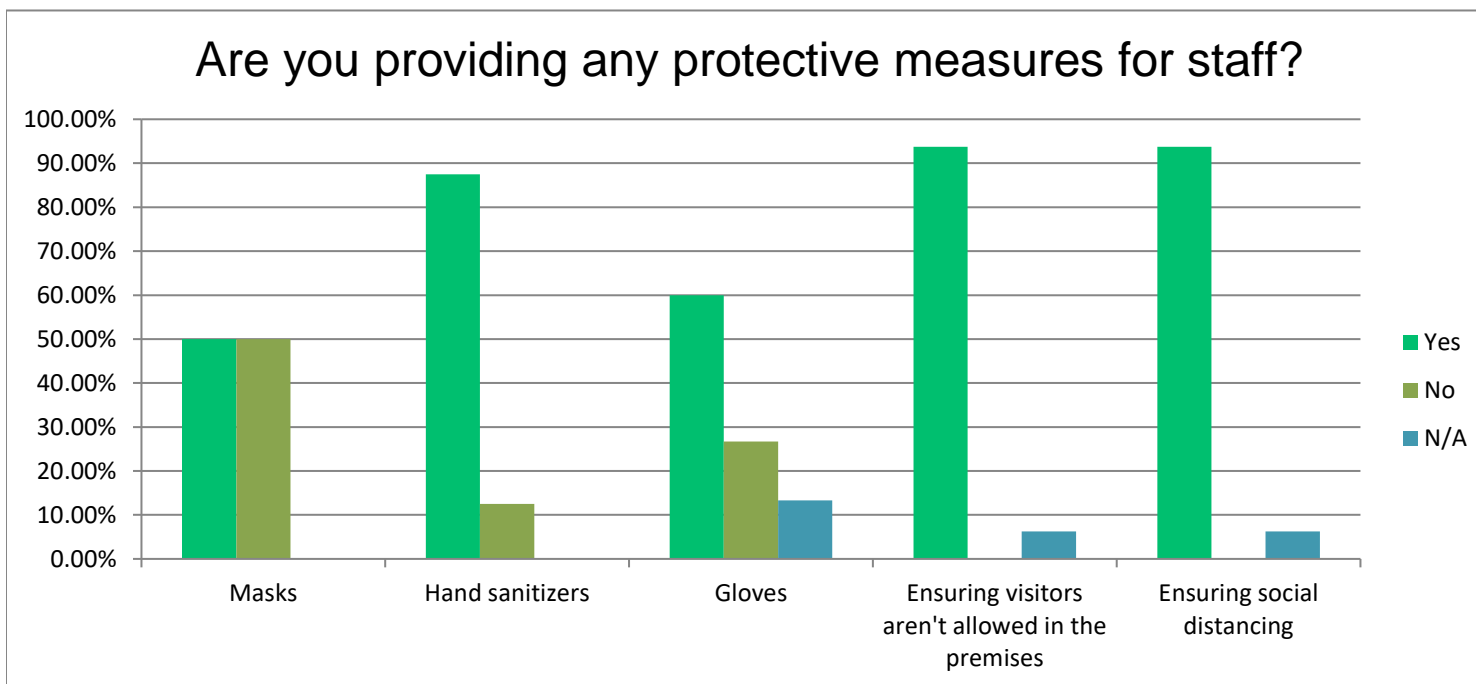
	Yes		No		N/A		Total
All employee meetings	50.00%	8	31.25%	5	18.75%	3	16
E-mail	93.33%	14	6.67%	1	0.00%	0	15
Newsletters	69.23%	9	7.69%	1	23.08%	3	13
Weekly briefings	87.50%	14	6.25%	1	6.25%	1	16
Daily briefings	50.00%	7	28.57%	4	21.43%	3	14



CFPA COVID-19 Response

Are you providing any protective measures for staff?

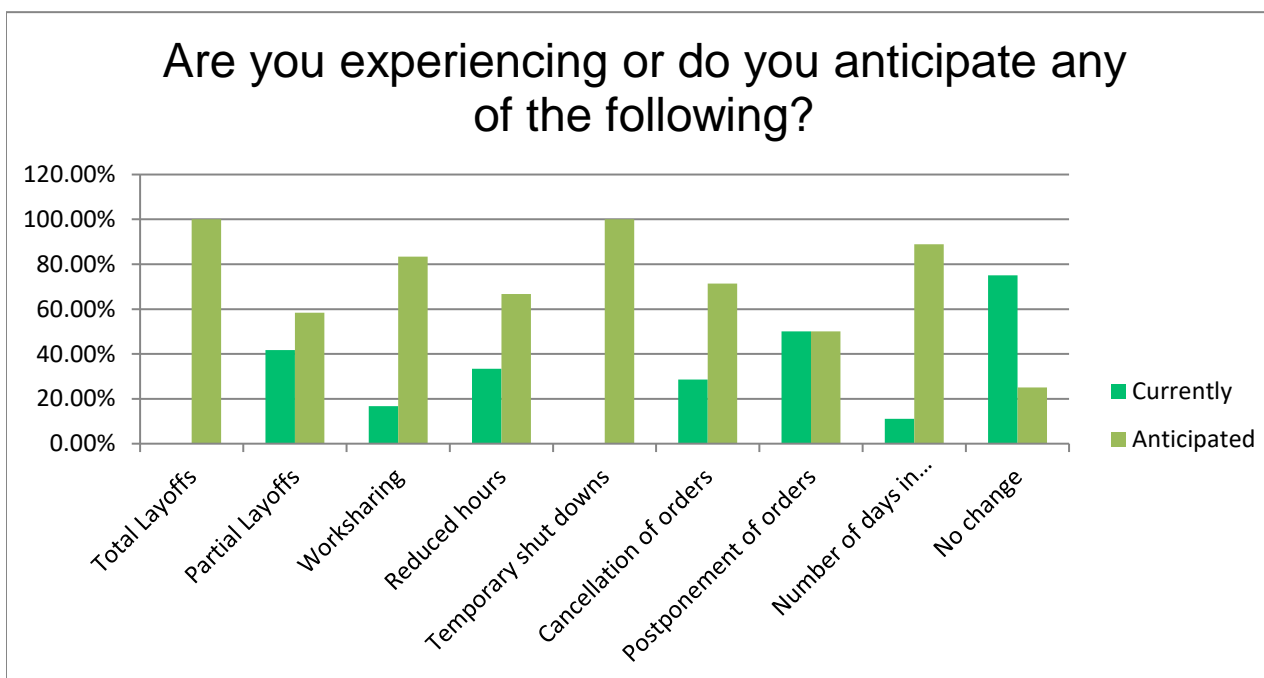
	Yes	No	N/A	Total
Masks	50.00% 7	50.00% 7	0.00% 0	14
Hand sanitizers	87.50% 14	12.50% 2	0.00% 0	16
Gloves	60.00% 9	26.67% 4	13.33% 2	15
Ensuring visitors aren't allowed in the premises	93.75% 15	0.00% 0	6.25% 1	16
Ensuring social distancing	93.75% 15	0.00% 0	6.25% 1	16
Other (please specify)				



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	41.67%	5	58.33%	7	12
Worksharing	16.67%	1	83.33%	5	6
Reduced hours	33.33%	3	66.67%	6	9
Temporary shut downs	0.00%	0	100.00%	3	3
Cancellation of orders	28.57%	2	71.43%	5	7
Postponement of orders	50.00%	5	50.00%	5	10
Number of days in accounts receivable	11.11%	1	88.89%	8	9
No change	75.00%	3	25.00%	1	4

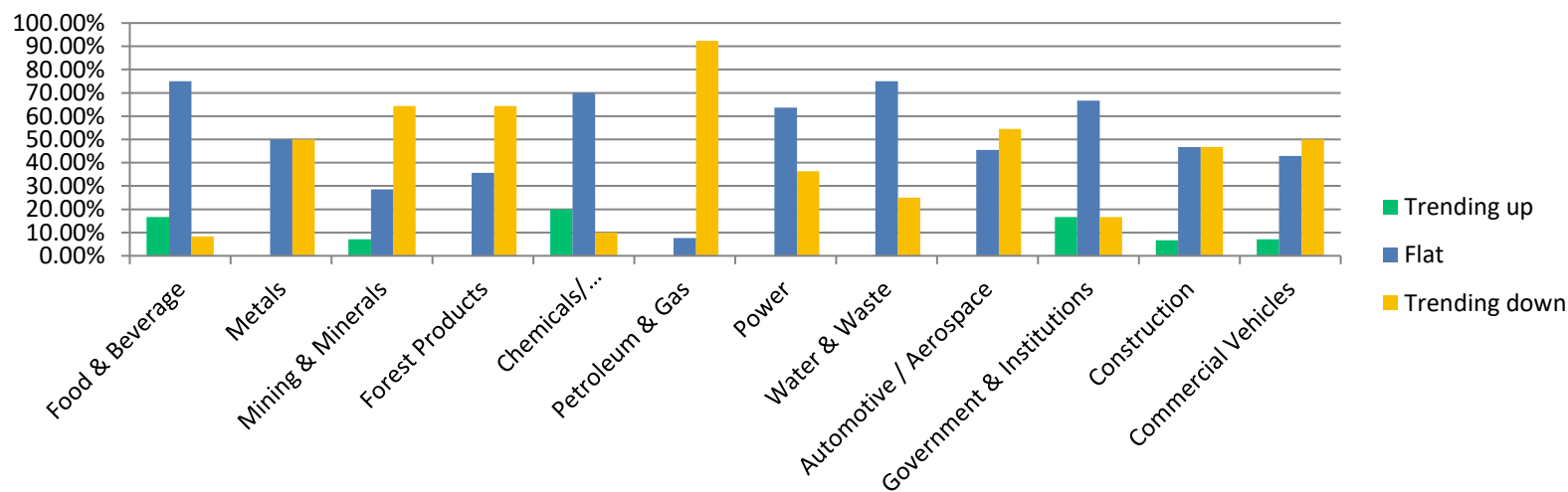


CFPA COVID-19 Response

How are sales in the following industries?

	Trending up		Flat		Trending down		Total
Food & Beverage	16.67%	2	75.00%	9	8.33%	1	12
Metals	0.00%	0	50.00%	6	50.00%	6	12
Mining & Minerals	7.14%	1	28.57%	4	64.29%	9	14
Forest Products	0.00%	0	35.71%	5	64.29%	9	14
Chemicals/ Pharmaceuticals	20.00%	2	70.00%	7	10.00%	1	10
Petroleum & Gas	0.00%	0	7.69%	1	92.31%	12	13
Power	0.00%	0	63.64%	7	36.36%	4	11
Water & Waste	0.00%	0	75.00%	9	25.00%	3	12
Automotive / Aerospace	0.00%	0	45.45%	5	54.55%	6	11
Government & Institutions	16.67%	2	66.67%	8	16.67%	2	12
Construction	6.67%	1	46.67%	7	46.67%	7	15
Commercial Vehicles	7.14%	1	42.86%	6	50.00%	7	14

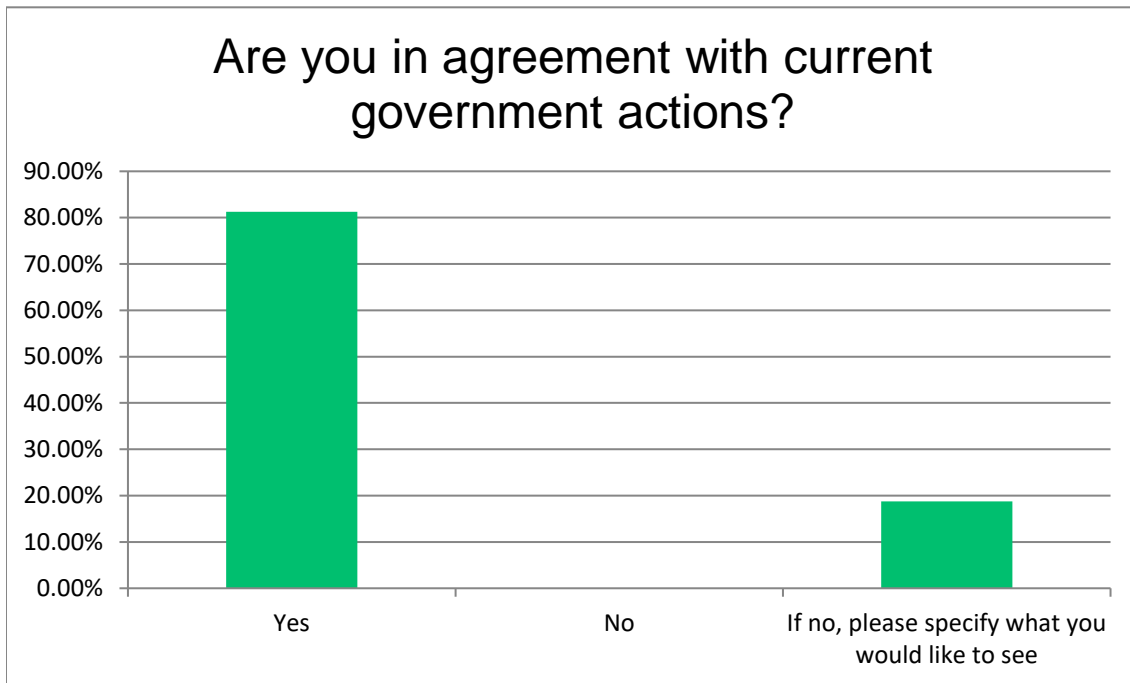
How are sales in the following industries?



CFPA COVID-19 Response

Are you in agreement with current government actions?

Answer Choices		Responses
Yes	81.25%	13
No	0.00%	0
If no, please specify what you would like to see	18.75%	3



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

What can we do to help you?

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

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?

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